

Recruitment Manager Resource Guide



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Many of the current Service Unit Recruitment Managers are experienced and have tips and best practices that would enrich all of the volunteers and staff that support the Membership Recruitment Process. Please share your ideas and resources for consideration as additions to this guide to volunteerlearning@girlscoutsaz.org.

The Role of the Recruitment Manager



As a volunteer Recruitment Manager for Girl Scouts Arizona-Pine Council, you will be the face of Girl Scouts in your community.

Many individuals commonly associate us with cookies, crafts, and camping. Since we are all that and more, we seek to expand their knowledge of the diversity and flexibility of our program. Our main goal is to educate individuals by gaining access to schools, houses of worship, and other organizations to cultivate and maintain positive relationships that lead to increased membership within our council jurisdiction.

The Recruitment Manager supports the first responsibility of the Service Unit – *engaging new girls and adults in the Girl Scout Leadership Experience*.

This Resource Manual along with the [Service Team Manual](#) and [Service Unit Planning Packet](#) support recruitment activities in the Service Unit.

Key Responsibilities of the Recruitment Manager

[Recruitment Manager Position Description](#)

- » Collaborate with the MSE & Service Team to meet Service Unit Membership Goals.
- » Recruit, train, and support GIRL Champions to be a liaison between Girl Scouts and the school, place of worship, or other youth organization.
- » Communicate with Council Member Placement and support the online catalog.
- » Plan and conduct membership recruitment events throughout the year.
- » Participate as an active member of the Service Team.

Membership Recruitment Calendar

June	<p>Assess and analyze current membership.</p> <p>Solidify G.I.R.L Champions for Meet the Teacher events.</p> <p>Attend council recruitment training for Recruitment Manager and Girl Champion roles.</p> <p>Plan Recruitment Event for August and complete site-reservation paperwork.</p> <p>Begin preparing flyers for Back to School.</p>
July	<p>Prepare materials for Meet the Teacher tables – giveaways, QR Code links, flyers.</p> <p>Host make-up training sessions for GIRL Champions as needed.</p> <p>Meet with Girl Champions to discuss strategy.</p> <p>Plan digital and social media marketing.</p> <p>Visit schools and schedule recruitment meetings.</p> <p>Launch Recruitment Plan.</p>
August	<p>Visit schools and obtain school event calendars for event planning.</p> <p>Make contact with school PTO's.</p> <p>Attend Service Unit Leaders' meeting and enlist help for Recruitment Events.</p> <p>Host Recruitment Event.</p> <p>Collaborate with Service Team and Council to share leads and new volunteer information.</p>
September	<p>Update Service Unit Records with new Troops.</p> <p>Compare lists with Council Member Placement staff.</p> <p>Continue to review leads list to ensure all girls are placed.</p> <p>Collaborate with Volunteer Support Coach to ensure all new volunteers are supported.</p> <p>Develop second chance recruitments in gap areas.</p>
October	<p>Work with Event Coordinator to host Bring-a-Friend event.</p> <p>Continue recruitment and placement efforts – encourage Service Unit events open to potential members.</p> <p>Check on new troops to provide assistance if needed.</p> <p>Report the progress of the membership goals to the Service Team.</p> <p>Check-in with school districts regarding Kindergarten Registration (some start in November).</p>
November	<p>Follow-up on lapsed girl memberships.</p> <p>Invite waiting list and potential families to the B.I.G. Event in November.</p> <p>Host tables at Pre-K nights for early registration for next year.</p>
December	<p>Order recruitment flyers for cookie booths to be distributed at cookie delivery.</p> <p>Learn if that are vacancies within current troops who will take new girls.</p>
January	<p>Use cookie booths as an opportunity to recruit girls and volunteers in your community.</p> <p>Ensure all troop leaders have cookie booth recruitment packets.</p> <p>Start planning Daisy Launch recruitment parties with council-supplied materials.</p>
February	<p>Support council-sponsored recruitment events as available.</p> <p>Focus on recruitment from troop cookie booths.</p>
March	<p>Advertise Spring Recruitment incentives for extended year membership.</p> <p>Check rosters in Looker to make sure you have updated Leader information.</p>
April	<p>Promote Spring Recruitment incentive within your Service Unit.</p> <p>Begin recruiting Girl Champions for the next school year.</p> <p>Connect with school administrators about back to school events for next school year.</p>
May	<p>Connect with existing troops in your community to determine which troops are returning.</p> <p>Assist with disbanding troop procedures for any that are not continuing.</p>

Recruitment Manager Workflow

1. **Training** - Attend a training workshop for the Recruitment Manager position either at the Council Level or one-on-one with your Member Support Executive (MSE).
2. **Assessment** - Assess and analyze the current membership in the service unit.
 - Collaborate with your MSE to complete the [Service Unit Membership Worksheet](#) found in the reference section of this resource manual – have troops keep updating the information throughout the year.
 - Connect with your MSE for access to *Looker* software.
 - Do your research. - Who are the current troops? What grade are the girls and what schools do they attend? How many girls are in each grade? Are they open to adding more girls? When and where do these troops meet?
 - Determine where we have Gap or Saturation areas – page 9.
 - Use this information to create the Service Unit Membership Plan.
 - Refer to the Service Unit Planning Packet to document your Recruitment Plans.
3. **Build Your Team** - Recruit current volunteers, Alumni, and older Girl Scouts to support recruitment as GIRL Champions to help at Meet the Teacher and Recruitment Events.
 - Refer to the GIRL Champion [Position Description](#) and [Resource materials](#) (password: ALLFUN2022).
 - Ensure each volunteer supporting this role has guidance and training either from the Council or at the Service Unit level.
 - Strive to have a Girl Scout representative at as many public, charter, and private schools as possible for Meet the Teacher.
4. **Recruitment Event** - Plan the Invitation with an activity or event.
 - Offer a fun experience for the girls and time and space to connect with adults – pages 10-13.
 - Advertise your event using all available outlets including fliers and social media – page 12.
 - Always be prepared with “What’s Next” – another event, Service Unit coordinated “HUB,” or troop forming.
5. **Organize Troops** - Support forming troops by recruiting volunteers and placing girls in troops.
 - The placement of girls is the responsibility of the Recruitment Manager, Member Placement, and the MSE. Coordinate with Member Placement and your MSE to ensure all interested girls are placed.
 - Communicate consistently with Member Placement and MSE to share event rosters and lead information.
 - Develop rosters of girls from the same grade, level, and school when possible.
 - Ensure all leads are entered into the *JotForm* to connect with the Council *Salesforce* Database.
 - Utilize the [Troop Opportunity Catalog](#).

Supporting Girl Champions

Recruiting, training, and supporting Girl Champions is an important function of the Recruitment Manager. Girl Champions are liasons between Girl Scouts and a school or organization. The more Girl Champions you can recruit to your team, the easier meeting your recruitment goals will be!

Recruit

Some ways to recruit volunteers to be on your team are:

- » Announce the need for volunteers at your Service Team meeting.
- » Invite all volunteers in your Service Unit to help you strengthen Girl Scouts.
- » Find volunteers already tied to each school in your Service Unit and ask them to become a point person for that school.
- » Ask Friends & Family Volunteers of current Girl Scouts.

Train

GSACPC will provide annual training either through a Council workshop or meeting with your MSE. As Recruitment Manager, it is important to attend the Girl Champion training as well as your own. If any Girl Champions join the team later, it will be easier for you to replicate that training on their schedule.

Below are some additional resources to help with training new Girl Champions:

- » The [Girl Champion Guide](#)
- » The [Girl Champion Position Description](#)
- » The Member Service Executive (MSE) and Member Placement Specialist assigned to your Service Unit. Here is a current [Map of Service Units](#) and the respective council support members.

Support

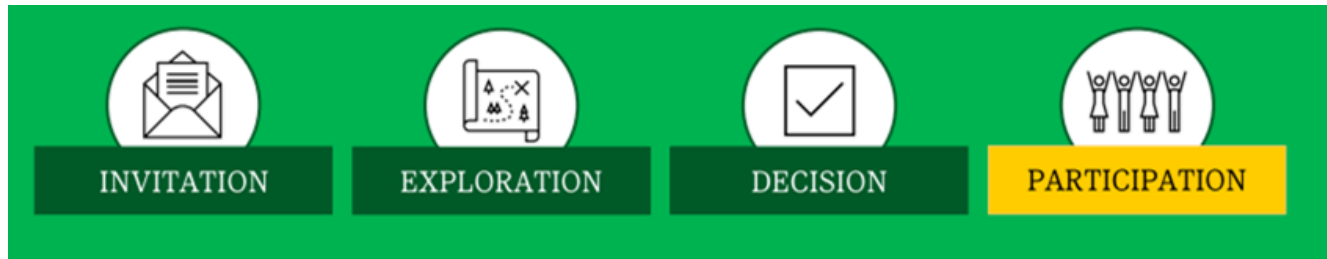
All Girl Champions in your Service Unit will come to you for questions, resources, and assistance. While it is your responsibility to support, it doesn't mean you do all of the work. Delegating and directing is a useful skillset, especially if you have a large team behind you, and you can delegate additional support members if needed. To be prepared for providing clear support, gather answers and resources such as the following.

- » Flyers, pamphlets, and forms that should be present at each event.
- » Current Troops, meeting times and places, and amount and age of girls they can accept.
- » How to seek access at a school.
- » Current recruitment best practices from GSACPC and GSUSA.
- » Schedule, theme, and location of planned Recruitment Events.
- » Process of contacting interested girls and caregivers after Meet The Teacher events.
- » Time commitment required of each Girl Champion

Support will take many forms, but knowing the basics and being prepared will take a lot of the burden off as the recruitment season hits its peak. Talk to your MSE or Member Placement Specialist if you are unsure about how to access any of the above information.

Recruitment Strategy in 4 Steps

Recruitment is often a longer process than asking a girl to join and immediately getting a yes. With so many activities available to youth, families often take time to make a decision about whether or not to commit to an organization. Therefore, our recruitment strategy must reflect the steps families take while joining. Here is a snapshot of the steps of recruitment and how to best support the family decision-making process.



A direct invitation to explore Girl Scouts creates a warm, welcoming environment to learn more and breaks down perceived (and real) barriers for families who are new to Girl Scouts.

While Girl Scouts is a well-known brand, many families still think of just cookies and camping.

Girls and families need an opportunity to experience who we are and what we do for themselves.

Some families will be ready to join right after one interaction with Girl Scouts. But many others will need to be nurtured through the experience.

Families expect quick answers and easy access to learn more.

Recruitment doesn't end after a family purchases a membership. Placement in a troop or other participation model are essential to complete the Girl Scout experience.

Retention starts the day a Girl Scout joins.

It may be helpful to know what the 4 Step Recruitment Strategy looks like in practice. On the next page, you will find a Sample Customer Journey. Here we can see how prospective Girl Scouts move through the steps and what our efforts can do to help.

Sample Customer Journey



Saturation versus Gap Strategy

There are two different strategies when identifying your prime recruiting prospects. Both of these strategies can be effective with a strong recruitment plan.

Saturation Strategy

Identify who is currently in your membership and serve more of those families.

Gap Strategy

Identify who is **not** represented in your membership and create a plan to reach those families.

Good News

Service Units can execute both Saturation and Gap strategies over the course of the recruitment year **IF/WHEN** you have the right resources, experience, and team to best serve the community.

The recruitment plan questions below will help you narrow down your approach after identifying your strategy. Take the time to consider these questions before each recruitment effort. This will help keep your approach focused and help you determine what works best for you in different situations.

Once you choose your strategy, build your plan.



Audience

Who are you trying to reach?



Message

Why should these families join?



Tactic

What will they experience?



Frequency

How do you nurture into members?

Engaging Non-Member Families

Now that you have a recruitment plan and strategy, it's time to focus on the specifics of recruitment. When first engaging non-member families, we have learned some key lessons.

Child-Focused Activities

» Activities must appeal to the child first. – While caregivers might filter opportunities because of cost or values, they ultimately seek activities that appeal to their children.

Ready with Information

» Families need tangible reasons to join. – After seeking more information based on the child's interest, caregivers quickly want to know the expectations and commitment.

All Are Welcome

» Inclusion starts from the very first interaction. – Families have many choices for how to spend their time and seek experiences that are welcoming and easy to understand.

These are important to keep in mind when preparing for your recruitment efforts. Have an activity that draws the girls in, know your Girl Scout information, and always have a mind for inclusion.

The Girl Scout approach to recruitment is focused on meeting the needs of our prospective members. You are not engaging in a sales pitch, but rather establishing a rapport and seeking to understand the needs of others. Only then can we determine if Girl Scouts is right for the girl and family. In most cases, you will find Girl Scouts can fit their needs.

After connecting with the non-member family, it's important to discuss what they value and desire for their girl. Some example questions include:

- » What is most important to you as a family?
- » How does your family support your girl?
- » What do you enjoy doing as a family?
- » What are your dreams for your girl?
- » What is most important to you in your girl's development?
- » What does your girl struggle with most?

Through asking questions, you can ascertain how Girl Scouts can help. You can then directly relate the family's needs to what Girl Scouts can provide. This is where it may be helpful to share Your Girl Scout Story.

Your Girl Scout Story

Your Girl Scout story is one of the best ways to begin the conversation about Girl Scouts with school administrators, community leaders, and caregivers. Your goal is to encourage your listener to want to hear more. If you are uncomfortable promoting the benefits of Girl Scouting, practicing in advance will help. Refer to the [Top Ten Reasons to be A Girl Scout and Get Involved as an Adult](#) for talking points to help you solidify your story. Both of these resources can be found in the [Girl Champion Guide](#).



Girls and adults participate in Girl Scouts because doing so fills a need in their life for themselves or their girl. Needs may include:

- Girl is shy and looking for friends.
- Not enough access to fun, hands-on activities.
- Girl and/or caregiver feel isolated from the community.

Your story usually starts with “hello” and questions to find out more about the caregiver and their girl to establish a common need.

- Grab their attention with something you and they can relate to.
- Spark their curiosity. Show them you’ve got a solution to their problem.
- Summarize what you do. Explain the typical Girl Scout outcomes.
- Be ready for more questions so you can talk further about Girl Scouting.
- Have a flyer with information so they can follow you later.

Sample Girl Scout Story



Girl Scouts has been a game-changer for my three girls.

My eldest daughter has been a Girl Scout since second grade. Before Girl Scouts, she never had a lot of friends, was mostly quiet and kept to herself. And I didn't know many parents at our school. I signed my daughter up for Girl Scouts with the hopes of meeting a group of girls at her school with whom she'd feel more connected and the hope of meeting more local parents of kids my girl's age.

In Girl Scouts, my girl became known as a friendly, funny, storyteller.

During Girl Scout Cookie season, she made eye contact, told people all about the different cookie flavors, and charmed the pants off her customers. She

tried fly fishing and sand surfing. She joined her Girl Scout sisters on the robotics team and taught programs for younger girls. All along the way I had other parents who could commiserate about the trials and tribulations of parenting a growing girl, recommend teachers, and remind me of school field trips. That's why we've been involved in Girl Scouts for 10 years and counting. I couldn't recommend anything more.

How to Spread the Word About Girl Scouts

Posting flyers around schools, community centers, and libraries has been a way to get the word out for decades. Today many of those flyers go out through electronic means, whether by social media, Peach Jar, or online message boards, but still, flyers are usually the focus of our promotion efforts. There are other means to spread the word about Girl Scouts though, and below is a list of alternative ideas.

1. Community Display Booths

Another tried and true method of recruitment is setting up a booth at community events or festivals. Often these events will allow Girl Scouts to have a booth for free or at a reduced price. With a usually diverse crowd and good traffic, this is a prime way to get basic information about the Girl Scouts out to the community. Just make sure to have information on the next event or sign-up night ready to go!

These are very similar to community display booths, but much more of the crowd will be your target audience for potential Girl Scouts. Meet The Teacher Nights are one of our most successful recruitment efforts, so it is vital to have Service Unit representatives attend as many as you can coordinate in your area.

2. Meet the Teacher Nights

3. PTOs/PTAs

After school has started for the year, the PTO/PTA of that school is a great resource for recruitment. School Connect CAFÉ's are events specifically aimed at connecting with community partners, and the PTO/PTA can share that information. You may also ask to be a guest speaker or join their meetings to spread the word.

Many places of worship have weekly bulletins for their congregation. Ask some local faith organizations if you can advertise your upcoming recruitment event there or include some information about who to learn more.

4. Faith Bulletins

5. Local Media

Many local media outlets, such as newspapers, radio, and TV News, have a community calendar. This is a fantastic place to ask for information on a recruitment event to be shared.

An excellent way to spread the word is through your current Girl Scouts! Host a fun event for your current membership and provide an incentive for them to bring a friend! Girls often won't think to invite other friends, but making an event specifically for that will encourage them to tell others about how fun Girl Scouts is!

6. Bring-A-Friend Events

7. Adult-Focused Recruitment

While our best practices show that getting the girl interested first is the way to go, recruiting adults can also add to your girl members. Schedule a Girl Scout Alumni event and remind the women in your community who were once girl members why they should get the girls in their lives involved now!

Many organizations that local girls may be involved in can be complementary to the work girls do in Girl Scouts. Attending a sports league, dance studio, or community club will give the girls there the opportunity to find something else that interests them and can fit in with their schedule (Girl Scouts!) Just make sure to get permission from the organization before promoting.

8. Attending Other Youth Organizations

Recruitment Event Checklist

Once you know how you are going to recruit and what kind of event you would like to hold, it's time for the planning! Event planning is a role in itself, so it is advised to seek assistance from your Events Manager or an Event Coordinator. You can also refer to the Event Planning Manual for a more detailed process in planning your recruitment event. Below is a condensed checklist specifically for your recruitment efforts.

- ❑ Determine location, time, date, and theme.
- ❑ Plan a fun activity for girls to do or use a pre-planned recruitment kit from Council.
- ❑ Have resources ready for each family. These should include:
 - Agenda (Have a set agenda – share the overview)
 - Levels Pathway flyers
 - Registration forms – Girl & Adult
 - Troop Committee sign-up sheet
 - Top 10 Reasons to Be a Girl Scout/Get Involved as an Adult
- ❑ Bring additional resources. Here is a list of items that may be helpful when setting up.
 - Banners
 - Girl Scout music & speaker
 - Directional signs
 - Tape
 - PowerPoint projector/screen/laptop
 - Chargers/power cords
 - iPads – for registration and payment processing
 - Speaker & microphone
 - Extension cord & power strip
 - GS Handbooks, Photos, Spanish books, Display
 - Calculator Tape and script
 - Table signs
 - Sign-In Sheets
 - Name Tags
 - Pens
 - Business Cards
 - Spanish Materials and Registration Forms
 - Current Troops, Meeting Times & Places, # of Girls Accepting
 - Council Resources
 - Troop Year Plans/ Start-Up Kits
 - Swag or giveaways
- ❑ Check room set up ahead of time.
- ❑ Create an inviting environment – decorations, refreshments, good room temperature.
- ❑ Clearly mark directions to the room and/or have volunteers available to direct people.
- ❑ Introduce volunteers who are present.
- ❑ Ask an older girl to share her experience.
- ❑ Collect contact information from all who are interested.
- ❑ Send a follow-up email or phone call to everyone after the event.
- ❑ Utilize the Event Planning Manual (coming soon!) for more specifics on planning the event.

Sample Parent Meeting Agendas

Welcome

What is Girl Scouting
Cost to be a Girl Scout
How We Organize Troops
How Parents Get Involved
Qualifications and Support for Leaders
Service Unit Activities

Break into troops by table

Leadership – Troop Committee Set-up
Day and Time of Troop Meeting
First Meeting Date
Dues – troop supplies
Uniforms - Handbooks
Snacks at Meetings
Other

Complete Registration Form -collect \$25
Membership Dues or \$35 for the extended year
(Financial Assistance Available-no application
required)

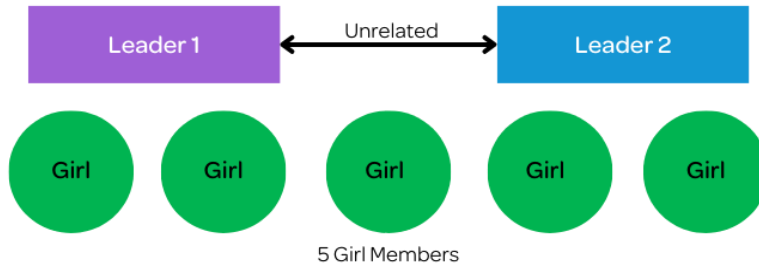
Thank You for attending!

1. Introduction
 - A. Welcome
 - B. Explain your connection to Girl Scouts
2. What is Girl Scouts?
 - A. Mission – To build girls of courage, confidence, and character, who make the world a better place.
 - B. Structure
 1. Girls join Troops
 - a. Led by volunteers (usually parents)
 - b. Meet at frequency and time most convenient for group
 2. Troop volunteers get support
 - a. Service Unit volunteers
 - b. Council staff
3. Why Join?
 - A. Benefits for Girls
 1. Strong sense of self
 2. Positive values
 3. Challenge seeking
 4. Healthy relationships
 5. Community problem solving
 - B. Adult Benefits, too!
 1. More time with girl
 2. Make friends
 3. More involved in community
4. Logistics
 - A. Cost - \$25 a year; \$35 extended year
 1. Financial assistance available
 2. No application required
 - B. More Information/Next Event
 1. Website information
 2. Information Pamphlets
 3. Invitation to next event
5. Closing
 - A. Call to Action
 1. How to sign up now
 2. How to experience a troop
 - B. Thank you!

Options for Troop Organization

STANDARD ORGANIZATION

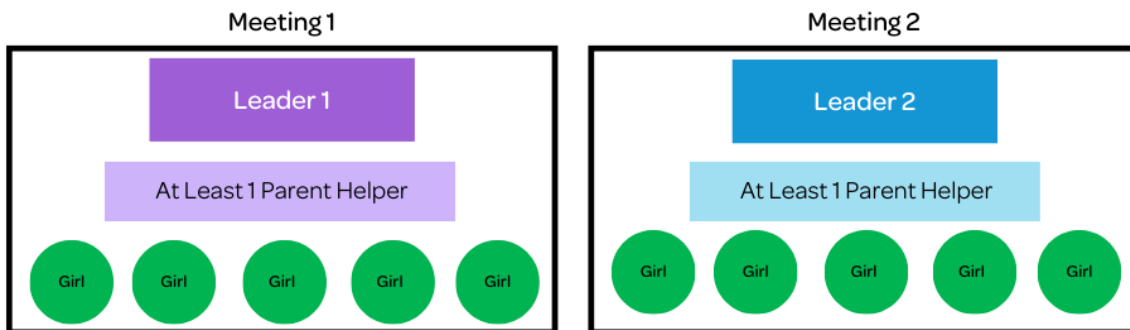
In Standard Leadership, at least two leaders who are unrelated adult registered members lead troop activities together. One leader can “take the lead” while the other acts as support, or they can share equal responsibilities as co-leaders. Both leaders are committing to be present at most activities.



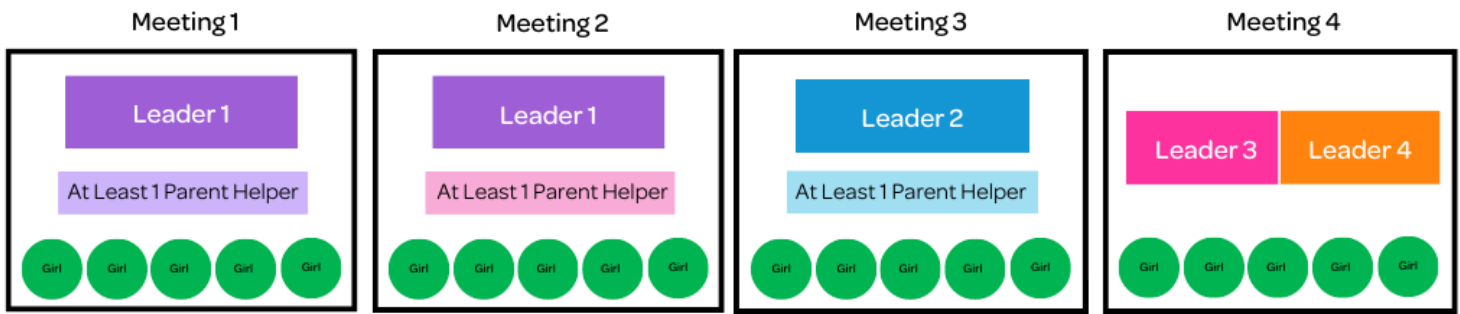
A MODEL FOR TROOPS WITH SHARED LEADERSHIP

A Shared Leadership Troop is one in which some adults provide troop activities for specified segments of time during the program year, while other adults carry out the business functions for the troop. This structure is applied only when continuous leadership is not available. There are two ways to set up shared leadership for a troop:

Option One: Two to three adults commit to attend alternating troop meetings, complete a volunteer application and attend “Getting Started” online training. If the troop meets twice a month one or two of these leaders are responsible to plan and preside at one of the meetings and the other leader plans the second meeting of the month. Other parents in the troop are scheduled to assist as helpers. Both leaders have equal decision-making and administrative responsibility for the troop, the only difference from a traditional troop is that both leaders do not attend all meetings.



Option Two: Most of the adults in the troop complete a volunteer application and take “Getting Started” online training but only attend meetings by the month or quarter of the school year. Some adults provide troop activities for specified segments of time during the program year, while other adults carry out the business for the troop.



SUGGESTED STRUCTURE OF SHARED LEADERSHIP

A COORDINATOR (or Troop Committee Chair) is in charge of the troop for the entire year. S/he holds planning meetings for the purpose of involving sufficient adults to provide all the supports the troop needs and sees that communication and continuity are assured.

A MEETING LEADER provides consistency for the girls by attending troop meetings and being aware of any special needs of the troop or its members. S/he usually conducts opening/closing ceremonies and takes care of the business portion of the meeting. S/he serves for the entire year.

PROGRAM ADULTS rotate every four to six weeks. They work alone or in pairs, depending on the size of the troop. These adults make arrangements and are responsible for all aspects of the program portion of the meeting. They keep a diary of activities to pass along to their successors.

SUPPORT ADULTS (or Troop Committee members) carry specific assignments for registration, product sales, transportation and financial records.

WORKFLOW OF SHARED LEADERSHIP

The Coordinator will:

1. Convene all troop adults at the beginning of the year to:
 - » Determine meeting place(s)
 - » Assign program responsibility for agreed upon time segments
 - » Discuss ways of involving girls in planning
2. Present a calendar, which includes Council and Neighborhood events, product sales, and special Girl Scout Days.
3. Secure commitment from other adults to handle support functions for the troop.
4. Develop on-going system of communication with families.
5. Decide who will register as leader (usually coordinator or meeting leader) to receive troop mail, attend leader courses and Service Unit meetings.

The Meeting Leader will:

1. Keep a notebook and troop box containing:

» program notes	» safety wise	» first-aid kit
» girl records	» leader course materials	» some instant program ideas
» registration forms	» equipment catalog	
» rosters	» troop supplies	
2. Regularly attend troop activities.
3. Confirm attendance of second registered adult

Recruitment Manager Resources available on the “Digital Box”

<http://bit.ly/st-recruitment-box> - Password: ALLFUN2022

Leveraging Social Media Posts on Facebook & Instagram	Sharing marketing resources helps create brand consistency, recognition, and credibility.
Conducting a Plática	In Spanish-speaking communities, a Plática is a warm and friendly conversation. The goal of our Plática is to create just such an environment so that the conversation between parents/caregivers and the recruiter can yield insights into their thoughts and needs. The Plática model is not exclusively for the Latino community, you can apply this engagement technique with all communities, and we recommend you do.
Faith Based Packet	Resources to share about partnering with Houses of Worship and Religious Awards.
Educator Packet	Information of interest to Principals and School Personnel about Girl Scouts.
4 Her Promise	Guide for engaging all caregivers to contribute at least four hours a year to the Girl Scout Troop. Troop Committee Sign-up Sheet.
IGM Experience Guide	Information helpful for a family considering Girl Scouts as an Independent Girl Member.
Girl & Adult Membership Forms	English & Spanish
Levels Pathway Handout	Ways to be a Girl Scout and description of each of the level pathways. English & Spanish
Top 10 reasons to Join	Flyer for girls and adults
Variety of Flyer Templates	Options for Peach Jar, half-sheets and Recruitment Events

Council Website Links

Safety Activity Checkpoints: <https://www.girlscoutsaz.org/en/for-volunteers/volunteer-resources/safety-activity-checkpoints.html>

Recruitment Manager Position Description:

<https://www.girlscoutsaz.org/content/dam/girlscoutsaz/documents/volunteer-resources/service-team-resources/position-descriptions/recruitment-mananger-position-description.pdf>

Brand Marketing & Publicity Guidelines: <https://www.girlscoutsaz.org/en/for-volunteers/volunteer-resources/marketing-guidelines.html>

Introduction to Girl Scouts Presentation:

https://www.girlscoutsaz.org/content/dam/girlscoutsaz/documents/volunteer-resources/service-team-resources/intro-to-girl-scouts_june2021.pdf

Service Team Manual: https://www.girlscoutsaz.org/content/dam/girlscoutsaz/documents/volunteer-resources/service-team-resources/service-team_manual.pdf

Service Unit Planning Packet: <https://www.girlscoutsaz.org/content/dam/girlscoutsaz/documents/volunteer-resources/service-team-resources/su-planning-packet.pdf>

Girl Champion Position Description: <https://www.girlscoutsaz.org/content/dam/girlscoutsaz/documents/volunteer-resources/service-team-resources/position-descriptions/girl-champion-position-description-2023.pdf>

Girl Champion Guide: <https://www.girlscoutsaz.org/content/dam/girlscoutsaz/documents/manuals/girl-champion-guide-2023.pdf>

