



Brownie Basics

A Guide for Girl Scout Brownie Leaders

Welcome to our Brownie Basic Guide!

Thank you for volunteering to share your skills and time with Girl Scouts! Your unique talents and abilities will help girls grow through the Girl Scout Leadership Experiences. Being a part of the Girl Scout movement offers adult volunteers an opportunity to mentor girls and help them discover themselves, connect with others, and take action to make the world a better place. As a leader, you will experience personal growth and the satisfaction of being a part of the girl's development. Welcome!

Susan Douglas
Chief Executive Officer

The Foundation of Girl Scouting

The Girl Scout program is fun with purpose! It is based on the Girl Scout Promise and Law that generations of girls have followed. All Girl Scout members girls and adults accept the Promise and Law upon joining.

<p>Girl Scout Promise <i>On my honor I will try:</i> To serve God and my country, To help people at all times, And to live by the Girl Scout Law.</p> <p>*Individuals are free to substitute their own wording for “God” that best reflects their spiritual beliefs.</p> <p>Girl Scout Mission Girl Scouting builds girls of courage, confidence, and character, who make the world a better place.</p>	<p>Girl Scout Law <i>I will do my best to be</i> honest and fair, friendly and helpful, considerate and caring, courageous and strong, and responsible for what I say and do, <i>and to</i> respect myself and others, respect authority, use resources wisely, make the world a better place, and be a sister to every Girl Scout.</p> <p>Girl Scout Sign</p> 
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The Girl Scout **Learning Experience**

What makes Girl Scouts truly unique? Everything is designed especially for, and is tested by, girls! Our program centers around our research-backed Girl Scout Leadership Experience—that is, *what* girls do and *how* they do it. Activities are girl-led, which gives girls opportunities to explore leadership roles and “learn by doing” in a cooperative-learning environment.

In Girl Scouts, girls will:

Discover: Every activity girls tackle in Girl Scouts helps them discover who they are, what they care about, and what their talents are.

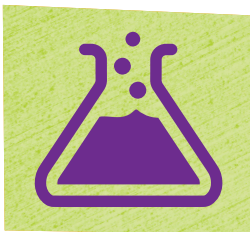
Connect: Girls collaborate with and learn from other people and expand their horizons. This helps them care about and inspire others locally and globally.

Take Action: As girls connect with and show care for others, they become eager to take action to make the world a better place.

So what does this mean for your troop? Through Girl Scouting, your girls will develop a strong sense of self, demonstrate positive values, seek challenges, solve significant problems in her community, and establish healthy relationships. These aren’t just good qualities—they’re leadership skills that will last a lifetime!

What is the Girl Scout Program?

No matter what excites your girls, they’ll find engaging and fun activities in the four areas that make up the core of the Girl Scout program:



STEM

Computer science, engineering, robotics, outdoor STEM, and more



OUTDOORS

Adventure and skill building, from the backyard to the backcountry, including through camping experiences for all ages



LIFE SKILLS

Civic engagement, healthy living, global citizenship, communication skills—to name a few



ENTREPRENEURSHIP

The Girl Scout Cookie Program—the largest girl-led entrepreneurial program in the world— teaches goal setting, decision making, money management, business ethics, and people skills

Whether they complete Girl Scout Leadership Journeys, earn badges, unleash their inner entrepreneur through the Girl Scout Cookie Program, pack for their first hike, change the world through “Take Action” projects, or any combination of these activities, at Girl Scouts, every girl has countless ways to explore our four program areas and hone the skills they’ll need to power a lifetime of success—whatever that looks like for them.



Understanding the Developmental Characteristics of Girl Scout Brownies

Understanding the developmental characteristics of Girl Scout Brownies will help you in your role as troop leader. You will be able to appreciate why girls do what they do. Please note: These are broad, general characteristics. Each girl will grow at her own pace.

Emotionally: Girl Scout Brownies can be inconsistent in behavior and mood. They need a lot of praise and encouragement, and may react negatively to direction. They are very interested in the difference between good and bad, and do not like to try new things alone. Girl Scout Brownies like to work in groups, and like to help others. They are concerned about being accepted by others, and often have a vivid imagination.

Social: Girl Scout Brownies enjoy playing in groups and may begin to show independence from family. Girls of this age want to have many friends, but may have a best friend. They will begin to see both sides of an issue.

Physical: Girl Scout Brownies are very active, and are eager to learn and become independent. They can work or play in one place without fidgeting, and are able to do activities involving fine motor skills. Girl Scout Brownies have good hand-eye coordination. Girl Scout Brownies may begin to show signs of self consciousness.

Intellectual: Girl Scout Brownies are beginning to develop verbal skills and writing skills. Many are beginning to read at a proficient level, and are interested in make-believe and fantasy stories. Their attention span is no more than 30 minutes for an activity, and generally, they will need some action within the activity.

As a Brownie, You might...

Visit a zoo to feed and learn how a veterinarian cares for baby animals

March in a community parade

Work on Girl Scout Brownie Journey Awards and Badges: decorating a tee shirt, learning a magic trick, or

exploring life around them

Plan an overnight to celebrate their birthdays

Decide how many cookies to sell to earn money for trips or to reach goals

Camp and making s'mores over a campfire

Learn to swim at summer camp or climb the climbing tower



Inviting and Welcoming a New Girl into Your Troop

Girl Scouts is all about making new friends and keeping the old! Here are some ways to invite a new girl into your troop.

-Create Invites

Girls can create paper invites and pass them out at school, sports meetings, club meetings, houses of faith, or out in the community. Or, they can use social media to get the word out. Make sure girls only include their first name on the information they distribute and have all inquiries come through the troop leader.

-Host a 'Bring a Friend' Troop Meeting

It's common that girls might want to invite friends to troop meeting to see what Girl Scouts is all about. You can create a special 'Bring a Friend' meeting for your troop, or designate certain meetings throughout your year where girls can bring friends. Be sure to consult Safety-Wise for the required girl/adult ratios for meetings.

Girls Scouts is an inclusive organization that welcomes all girls to be a part of the fun! You and your troop will want to make sure that any new troop member feels welcome and included—here are some inviting ideas:

-Create a Welcome Letter

Have the troop write, decorate, and sign a welcome letter. They can even write personal messages for new Girl Scouts.

-Plan an Investiture Ceremony

An investiture ceremony is a chance to welcome a new girl in the world of Girl Scouting. Work with your troop and plan an investiture (or your own ceremony) to welcome the new girl at her first meeting, and let your troop come up with the ideas of activities or songs.

An investiture ceremony might look something like this:

Start in the Friendship Circle and sing a song and recite the Girl Scout Promise together.

While in the circle, girls take turns introducing themselves and one thing that they love about Girl Scouts. The leader pins the new girl with a World Trefoil Pin and Girl Scout Membership Pin and shakes her hand using the Girl Scout handshake, welcoming her into the world of Girl Scouts.

Close the ceremony with the Friendship Circle Squeeze.



Parts of a Troop Meeting

Troop meetings can be broken down into 6 parts. Here are all 6 parts.

Start Up! Plan activities for girls as they arrive for the meeting so they have something to do until the meeting begins. It could be as simple as coloring pages, or a crossword puzzle (found on the next page.) (5 minutes)

Opening! Each troop decides how to open their meeting- most begin with the GS Promise and Law, a simple flag ceremony, song, game, or story. (5-10 minutes)

Business! Collect dues and make announcements, or plan an upcoming event or trip- this gives you a chance to keep families informed.

Activities! Use the meeting plans on Volunteer Toolkit. Activities are already designed to fit easily into this part of your meeting as you help your troop earn badges and complete Journeys. (30-45 minutes)

Clean Up! Girl Scouts should always leave a place cleaner than they found it! (5 minutes)

Closing! Just like opening, each troop can decide how to close- with a song or game. Don't forget the friendship circle!

Opening and Closing a Meeting or Activity

There are many kinds of ceremonies in Girl Scouting. Ceremonies reinforce values, pass on traditions, recognize accomplishments, strengthen friendships and give life to the beliefs established by the Girl Scout Promise and Law. They are a means for girls to express their feelings, friendship, patriotism and service.

Every meeting should have an official opening and closing that tells girls the meeting is about to begin or end. Meeting openers are a way to develop a sense of unity in the troop and the routine can be as unique to your troop as your girls want it to be. Often leaders or designated girls ask troop members to sit or stand in a circle or horseshoe formation. Examples of suggested opening activities are: reciting the Girl Scout Promise, a simple flag ceremony, a Girl Scout song (serious or silly!) the sharing of a favorite poem or each girl sharing something special about her day.

For closing, often girls gather in a friendship circle and sing "Taps" or "Make New Friends". Some variations include a friendship circle with the passing of a hand squeeze.

To make a friendship circle and pass a friendship squeeze, stand with the girls in a circle and cross your right arm over your left, then link hands with the Girls Scout standing beside you. To pass a friendship squeeze determine who will start the squeeze. This person should silently think a happy thought for the girl next to her and gently squeeze her hand. That girl will do the same and squeeze the next girl's hand until the squeeze has gone all the way around the circle. Once the squeeze returns to the start, the Girl Scout starting the squeeze dismisses the group.

Other closing ideas include making an archway. Girls make two lines facing each other, then reach up making arches with their arms; the pair farthest from the door goes through under the arches, then the next pair, etc. The last two go out under the arch made by the two adult leaders.



MEETING OVERVIEW

Brownie Intro Meeting

This meeting will give parents and girls an introduction to Girl Scouts.

Girls will:

- Learn the Girl Scout Promise
- Learn the Girl Scout Law
- Play games and get to know each other

Parents will:

- Meet each other and discuss shared goals for the year
- Learn about the world of Girl Scouts and basic troop operations
- Discover easy ways to help the troop be its best

Whether you're welcoming new families or seeing familiar faces, it's helpful to discuss goals, manage expectations with parents/caregivers. All the while girls learn the Girl Scout Promise and Law and everyone gets to know each other.

Special Note: It works best and is the most fun when The Parent/Caregiver meeting and the Girl's Introduction meeting happen simultaneously, coming together for the closing and wrap activities. **(You will need a co-troop leader or an older girl scout or two to help run this meeting.)**

If available space or other circumstances make holding a combination meeting too difficult, these can be separated into two separate meetings. Do what is best for your troop! Below are agendas for both.

Feel free to substitute activities based on the experience of girls in your troop. For example, if your troop members already know each other or are familiar with the Girl Scout Promise and Law, use this opportunity to get to learn more about each other or to deepen the understanding of the Girl Scout Promise and Law. Similarly, if parents already know about operations, spend more time brainstorming ways to enhance the troop's experiences.

Prepare Before the Meeting: Your Ultimate Checklist

TWO-THREE WEEKS PRIOR TO FIRST MEETING:

- Set a date and time (one hour to 90 minutes)-after work or on a weekend might be best-then send invites via email, text, or social media
- Try to meet in the same location you will hold Troop meetings, or somewhere familiar to everyone if possible-the local school or community center are often good bets
- Remember to include the [Girl Membership Online Registration link](#) in your communications to ensure all girls are registered online

ONE WEEK BEFORE:

Make enough packets of the following printed documents for each parent or caregiver:

- *Girl Health History* forms [from your council]
- *Emergency Medical* forms [from your council]
- *Photo Release* forms [from your council]
- [Family Tips & Volunteer Opportunities](#) [on the Resources Tab - Family Hub]
- Pick up supplies for girls activities (included in the materials list section of VTK):
- Secure a tablet or laptop you can bring to the meeting should parents need to [register their girl](#) or want to [register themselves as volunteers](#)--if you won't have Wi-Fi access, point out that the web address is on the family tip sheet.

DAY BEFORE:

- Create a sign-in sheet for adults to fill in their name/their girl's name and contact info
- Gather name tags and plenty of pens
- Pick up or arrange for any snacks or refreshments you wish to provide

Tip: This first meeting is a special introduction to Girl Scouting for both girls and their parents/caregivers. Invite your whole friends and

family network so everyone can join in the fun of starting Brownies on their adventure!

Optional: Make a poster with the Girl Scout Promise and Law written on it.

Get Help from Your Friends and Family Network

Your Friends and Family Network can include:

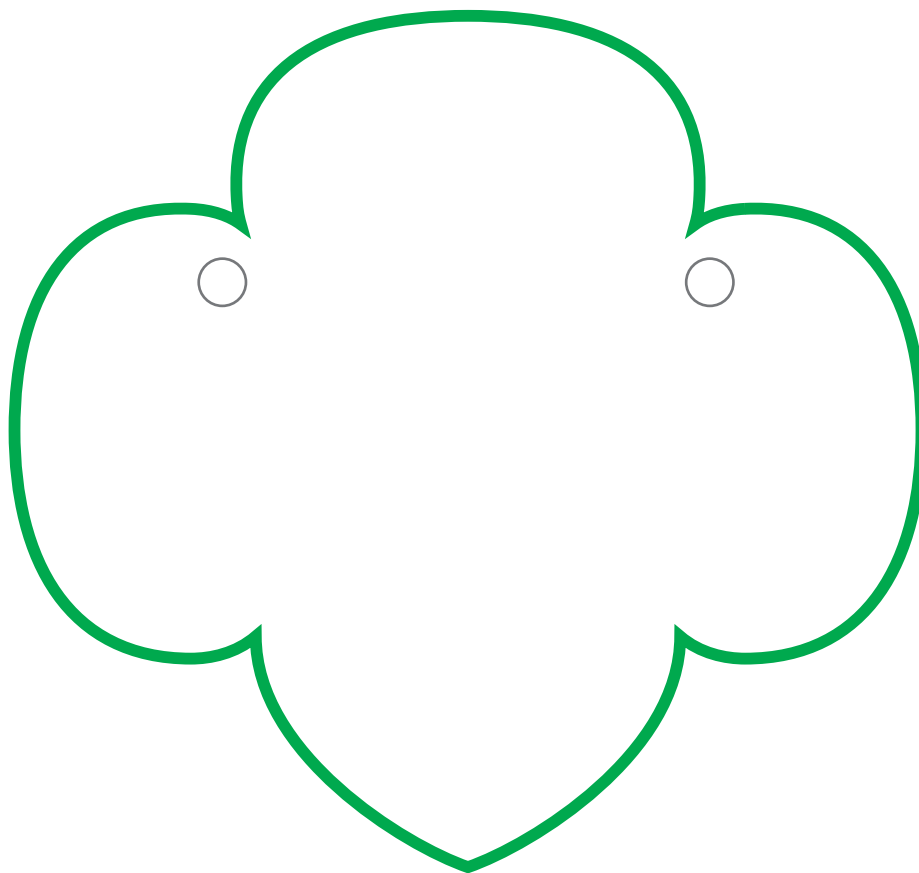
- The Brownies' parents, aunts, uncles, older siblings, etc.
- Cadettes who are interested in earning their LiA Award. This is an award for Girl Scout Cadettes (grades 6-8) who help Girl Scout Brownies with their activities.
- Other volunteers who have offered to help with the meeting.

Ask them how they can pitch in. For example, they might want to:

- Bring snacks
- Help welcome girls to the meeting
- Make name tags
- Gather materials for activities
- Guide the girls in one of the activities
- Or just be ready to take care of small problems (spilled juice!), hand out art supplies (*Share the crayons, please!*), or act as cheerleaders (*I like how you are designing your name tag, great job!*).

Award Connection

This meeting is an introductory meeting. Girls will not be working towards an award at this meeting.



MEETING OVERVIEW

Girl Scout Way 1

Note to Volunteers

In each session, you'll find suggested talking points under the heading "**SAY**." Some volunteers, especially new ones, find it helpful to follow the script. Others use the talking points as a guide and deliver the information in their own words. Either way is just fine.

Five Steps/Three Choices per Step

Each Brownie must complete five steps in order to earn her Girl Scout Way badge. Each step has three activity choices. We suggest that you choose the activities for the first meeting and ask your girls to help decide the rest.

If You Have a Multi-Level Troop: A little planning goes a long way to make sure your multi-level troop has a fun and productive adventure.

To help run a successful multi-level meeting, read this useful information in Meeting Aids:

- **Benefits of a Multi-Level Troop:** Find out about why a Multi-level troop can be a great experience.
- **Tips for Working with Girls at Different Levels:** Get hands-on tips for how to deal with younger girl/older girl scenarios.

Prepare Ahead

- **General:** Purchase the Girl Scout Way badge, one for each girl, from your council shop or on the Girl Scout website. The girls will receive the badge in the second Girl Scout Way meeting.
- **General:** Please be advised that several Girl Scout Way badge activities may require outside guests or a field trip to complete. If possible, you may want to consider utilizing guests to cover multiple activities.
- **General:** You may want to consider organizing virtual "talks" with invited guests if you're having trouble securing them physically. If virtual talks are utilized, please be sure to have a computer with reliable internet connection and projector for viewing. Also, be sure to coordinate the time and means of meeting (i.e. Skype, Zoom, FaceTime, social media, etc.), prior to getting started.
- **General:** Talk to anyone helping with this meeting and explain how they can assist in making the meeting a success.
- **As Girls Arrive: Snack:** Have healthy snack options for the girls. Some examples: fruit (strawberries, blueberries, cherries, apples, oranges, bananas), granola bars, crackers, carrot sticks, graham crackers, sliced cucumber and yogurt dip, and similar items. Check for food allergies or dietary restrictions in advance.
- **Opening Ceremony:** If your girls need it, print out copies of **Girl Scout Promise and Law**.
- **Make Up a Game About Your Favorite Line of the Law:** Make sure each girl has a copy of the **Girl Scout Law**.
- **Make Up a Game About Your Favorite Line of the Law:** Give each girl paper and a writing utensil just in case their game(s) require writing.
- **Create a Story, Play, or Puppet Show:** Make sure each girl has a copy of the **Girl Scout Law**.
- **Create a Story, Play, or Puppet Show:** Give each girl paper and a writing utensil.
- **Create a Story, Play, or Puppet Show:** If girls create a puppet show, provide sock puppets for the girls.
- **Make a Team Mural, Collage, Flag, or Other Artwork** - Make sure each girl has a copy of the **Girl Scout Law**.
- **Make a Team Mural, Collage, Flag, or Other Artwork** - Give each girl paper and a writing utensil.
- **Make a Team Mural, Collage, Flag, or Other Artwork:** Provide art supplies including card stock, color pencils, markers, crayons, gel pens, etc.
- **Learn Three New Girl Scout Songs:** Select three Girl Scout songs for the girls to learn.
- **Learn Three New Girl Scout Songs:** Print out copies of each song, enough for each girl.
- **Learn Three New Girl Scout Songs:** If available, provide an audio version of each selected song for girls to sing along.
- **Learn Three New Girl Scout Songs:** Invite an older Girl Scout to the meeting to teach the girls songs.
- **Learn a New Singing Game, an Action Song, and a Hand-clapping Song:** Select a game, hand-clapping or action song for the girls to learn.
- **Learn a New Singing Game, an Action Song, and a Hand-clapping Song:** Print out copies of the lyrics/instructions for the song, enough for each girl.
- **Learn a New Singing Game, an Action Song, and a Hand-clapping Song:** If available, provide an audio version of each selected



song for girls to sing along.

- **Make Up Your Own Song Based on Nature:** Give each girl paper and a writing utensil.
- **Make Up Your Own Song Based on Nature:** If possible, coordinate a place for girls to meet where they can take in sounds of nature to inspire their songs.
- **Make Up Your Own Song Based on Nature:** If meeting outdoors isn't an option, bring nature sounds audio for the girls to draw inspiration.
- **Choose Your Activities:** Review the **Activity Choice Descriptions** ahead of time. Prepare any materials you need to help the activities come to life for your girls.

Get Help from Your Friends and Family Network

- See if anyone is able to lead or support an activity or meeting.

Award Connection

Girl Scout Way Badge

As a Girl Scout Brownie, you're part of a sisterhood. Brownies all over the world share traditions and do good things to make the world a better place. In this badge, try some special Brownie traditions (some that Girl Scouts have been sharing for 100 years!)---and, of course, have a world of Brownie fun.

Steps

1. Sing everywhere
2. Celebrate Juliette Low's birthday
3. Share sisterhood
4. Leave a place better than you found it
5. Enjoy Girl Scout traditions

In this session, girls begin activities toward earning the Girl Scout Way badge.

They will earn their badge after completing activities at the end of the second Girl Scout Way meeting.

Meeting Length

90 minutes

The times given for each activity will vary, depending on how many girls are in your troop.

If girls really enjoy a particular activity and want to continue past the suggested time, as much as possible, let them! That's part of keeping Girl Scouting girl-led!

MEETING OVERVIEW

Girl Scout Way 2

Note to Volunteers

In each session, you'll find suggested talking points under the heading "**SAY**." Some volunteers, especially new ones, find it helpful to follow the script. Others use the talking points as a guide and deliver the information in their own words. Either way is just fine.

Five Steps/Three Choices per Step

Each Brownie must complete five steps in order to earn her Girl Scout Way badge. Each step has three activity choices. We suggest that you choose the activities for the first meeting and ask your girls to help decide the rest.

If You Have a Multi-Level Troop: A little planning goes a long way to make sure your multi-level troop has a fun and productive adventure.

To help run a successful multi-level meeting, read this useful information in Meeting Aids:

- **Benefits of a Multi-Level Troop:** Find out about why a Multi-level troop can be a great experience.
- **Tips for Working with Girls at Different Levels:** Get hands-on tips for how to deal with younger girl/older girl scenarios.

Prepare Ahead

- **General:** Talk to anyone helping with this meeting and explain how they can assist in making the meeting a success.
- **General:** Purchase the Girl Scout Way badge, one for each girl, from your council shop or on the Girl Scout website. The girls will receive the badge in the second Girl Scout Way meeting.
- **General:** Please be advised that several Girl Scout Way badge activities may require outside guests or a field trip to complete. If possible, you may want to consider utilizing guests to cover multiple activities
- **General:** You may want to consider organizing virtual "talks" with invited guests if you're having trouble securing them physically. If virtual talks are utilized, please be sure to have a computer with reliable internet connection and projector for viewing. Also, be sure to coordinate the time and means of meeting (i.e. Skype, Zoom, FaceTime, social media, etc.), prior to getting started.
- **As Girls Arrive: Snack:** Have healthy snack options for the girls. Some examples: fruit (strawberries, blueberries, cherries, apples, oranges, bananas), granola bars, crackers, carrot sticks, graham crackers, sliced cucumber and yogurt dip, and similar items. Check for food allergies or dietary restrictions in advance.
- **Opening Ceremony:** If your girls need it, print copies of **Girl Scout Promise and Law**.
- **Follow in a Girl Scout's Footsteps:** Invite an older/former Girl Scout to speak with your troop.
- **Read the Brownie Story from an Old Girl Scout Handbook:** Print out copies of the **Brownie Story** from a Girl Scout handbook, enough for each girl.
- **Make Up a Story About Campbell, Jamila, and Alejandra:** Give each girl paper and a writing utensil.
- **A Better Room or Home:** Coordinate a room or home for the girls to make better.
- **A Better Room or Home:** If applicable, provide basic cleaning supplies for the girls to use.
- **A Better Room or Home:** If applicable, provide a basic toolkit for the girls to use.
- **A Better Meeting Place:** If applicable, provide basic cleaning supplies for the girls to use.
- **A Better Meeting Place:** If applicable, provide a basic toolkit for the girls to use.
- **A Better Classroom:** Coordinate a classroom for the girls to make better.
- **A Better Classroom:** If applicable, provide basic cleaning supplies for the girls to use.
- **A Better Classroom:** If applicable, provide a basic toolkit for the girls to use.
- **Throw a Birthday Bash:** Provide party snacks, games, music, and party favors for girls to enjoy.
- **Throw a Birthday Bash:** Provide plates, cups, cutlery and napkins if food is served at the party.
- **Make a Birthday Card for a Daisy:** Bring art supplies including card stock, scissors, glue, color pencils, crayons, markers, gel markers, etc. for girls to use.
- **Make Up a Birthday Message:** Print out copies of **Daisy's Birthday Messages**, enough for each girl.
- **Make Up a Birthday Message:** Provide paper and a writing utensil for each girl.
- **Closing Ceremony:** Have Girl Scout Way badges, one for each girl. You can purchase the badges from your council shop or on the



Girl Scout website.

NOTE: You may want to consider organizing virtual "talks" with professionals if you're having trouble securing them physically. If virtual talks are utilized, please be sure to have a computer with reliable internet connection and projector. Also, for virtual talks with professionals, be sure to coordinate the time and means of meeting (i.e. Skype, Zoom, FaceTime, social media, etc.), prior to getting started.

Get Help from Your Friends and Family Network

- See if anyone is able to lead or support an activity or meeting.

Award Connection

Girl Scout Way Badge

As a Girl Scout Brownie, you're part of a sisterhood. Brownies all over the world share traditions and do good things to make the world a better place. In this badge, try some special Brownie traditions (some that Girl Scouts have been sharing for 100 years!)-and, of course, have a world of Brownie fun.

Steps

1. Sing everywhere
2. Celebrate Juliette Low's birthday
3. Share sisterhood
4. Leave a place better than you found it
5. Enjoy Girl Scout traditions

In this session, girls finish activities and earn the Girl Scout Way badge.

Meeting Length

90 minutes

The times given for each activity will vary, depending on how many girls are in your troop.

If girls really enjoy a particular activity and want to continue past the suggested time, as much as possible, let them! That's part of keeping Girl Scouting girl-led!

Troop Management and Troop Government Options

Troop Management

A girl and an adult are in partnership when they work together to complete a task, resolve an issue or plan an activity. As the girls grow, the amount of responsibility for these tasks, issues and activities shifts more toward the girls. You should foster girl and adult planning by:

- Asking questions, rather than providing answers
- Guiding, rather than leading
- Advising, rather than judging
- Helping a girl to think through a decision, rather than deciding for her

Leadership skills are the unique thing that we offer to girls in the Girl Scout program – strive to find ways to give girls more and more responsibility as you go along. You'll be amazed at what your girls are capable of doing!

Troop Government

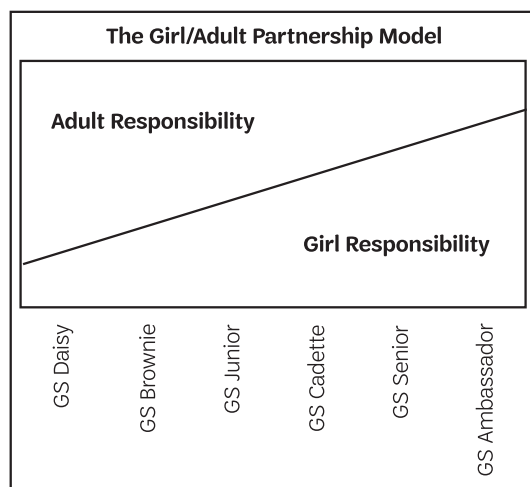
The Brownie Ring is the planning portion of troop meetings, where decisions for the troop are made. In the ring, girls learn communication and decision-making skills by participating in a large group discussion. The Brownie Ring can begin or end a meeting and is recommended to only last 5-15 minutes.

Sit in a Ring: All girls sit in the Brownie Ring so everyone can see and hear.

Let Girls Try Moderating: A girl ringleader may begin to lead discussions- with leader guidance- and brainstorm ideas and activities for the troop. Be sure that all the girls are getting this leadership opportunity at some point throughout the year.

Brownies Need Structure: Brownies need to understand how decisions are made and will need a set of roles to follow. Establish a structure for your discussion time such as using a "talking buddy" pick up an object and the person holding it is the only one who should talk. Teaching the quiet sign when someone raises their right hand, everyone must do the same and become quiet. Establish the troop rule that nobody criticizes any ideas that anyone offers to the group.

Leaders can prepare a list of choices for girls to choose from or have the girls generate ideas themselves. If you gather suggestions from the group, you can record the suggestions and consolidate the ideas to what's realistic after the meeting. Later, offer a list of options that came from all of their other ideas so they can decide as a group. Use pictures, charts, GS Journey books, and other materials are great decision-making aids for Brownies.



Girl Scout Ceremonies

Girl Scouts also have ceremonies to mark special events throughout the year. Like other ceremonies, Girl Scout ceremonies can be planned on a grand scale to celebrate major transitions (such as awards, bridging, investitures, and end-of-year activities). Or they can be planned on a smaller scale to celebrate more frequent occurrences (such as the beginning or ending of a meeting, a campout, friendship, etc.).

From the very beginning, Girl Scout ceremonies have been observed to reinforce values, pass on traditions and give life to the beliefs set down in the Promise and Law by highlighting accomplishments that illustrate a Girl Scout belief. Ceremonies also reinforce the Girl Scout heritage by reminding us of the contributions made by the women who nurtured the movement in its infancy and began so many of its traditions. These special rituals form a framework for today's actions and provide inspiration for the future. You can find a sample Daisy Basket ceremony below.

What is “bridging” and who is it for?

For girls who are already Girl Scouts, a “bridging” (or bridging ceremony) is a ceremony honoring and celebrating their graduation to the next Girl Scout level. Think Daisy to Brownie, Brownie to Junior, Junior to Cadette, Cadette to Senior, Senior to Ambassador, and even Ambassador to Adult! This progression marks important milestones in each girl's journey through Girl Scouting and should be celebrated by the troop, family, and close friends. When it's time to bridge to Juniors be sure to check out our Short and Snappy Training for Bridging. But for now, check out the bridging badges for BR to JR below.



What is an investiture ceremony?

An investiture is a traditional Girl Scout ceremony designed to welcome new members to our sisterhood—both girls and adults alike! And they make for a great way to start the Girl Scout year, since their primary focus is on honing new members' understanding of, and dedication to, the Girl Scout Promise and Law. Check out some cool ideas below!

I read the brownie elf story and had my second year girls turn my first year girls around by a mirror and recited “twist me turn me and show me the elf I looked in the water and saw myself (it was a mirror I had on the floor) had parents pin their insignia tab with brownie pin for first years and second year got a rededication patch.

We made friendship bracelets to represent being a sister to every Girl Scout, the girls made signs out of recycled materials for making the world a better place and using resources wisely, and we made smores and talked about Girl Scout traditions. It was really special as this is our first year as a troop. Also, my mom who was my troop leader came and gave me and my other troop leader our pins and we recited the GS Promise before having the girls do it and then we pinned them.



Sample Investiture Ceremony: Brownie Pond Investiture

Materials: Girl Scout Brownie “Pond” (can be constructed from a piece of cardboard covered with foil and border with greenery, or use a mirror and border with greenery, or use a real one!); Brownie Pins for each new member

Lay pond on the floor in the middle of the ceremony area. New members are sent outside the room with the assistant leader or if they stay in the room, the girls should be gathered on one side of the pond opposite the troop.

Leader: Cross your little fingers, stand upon your toes That’s a bit of magic every Brownie knows Now we all are standing in a forest glade Listen very carefully, see the magic made

If the new Brownies have been sent out of the room, the girls knock on the door

Leader: Who comes to the Brownie woods? Brownies: We do!

Leader: What do you want?

Brownies: We want to be Girl Scout Brownies!

The girls gather around the pond. Tell or read the Brownie Story. The Brownie Story can be found in the Brownie Girls’ Guide to Girl Scouting

Leader: Who comes first/next to the Magic Pond?

Co-Leader reads girls names one at a time. The leader turns girls around, one by one:

Leader: Twist me and turn me and show me the elf

I looked in the water and saw

Girl: Myself!

Leader pins on Brownie Pin, gives the girl the Girl Scout handshake and welcomes her to Girl Scouting. After each girl receives her pin, the Leader says:

Leader: Uncross your little fingers, down from off your toes Then the magic goes away, everybody knows

Brownies can help clean up the “magic” while the leader sings this song (My Fair Lady tune)

Leader: Weave the magic in and out, in and out, in and out Weave the magic in and out, for we are Brownies We have tidied everything, everything, everything We have tidied everything, for we are Brownies



Running a Safe Girl Scout Meeting

Listed below are the essential building blocks for running a safe Girl Scout meeting.

Adult-to-girl ratios

Adult-to-girl ratios in Girl Scouting show the minimum number of Council-approved adults needed to supervise a specific number of girls. These supervision ratios were devised to ensure the safety and health of girls. For example, if one adult has to respond to an emergency, a second adult is always on hand for the rest of the girls. The chart below is helpful to understand the safety ratios involved for both troop meetings and outings for all Girl Scout grade levels.

	Group Meetings		Events, Travel, and Camping	
	Two unrelated volunteers (at least one of whom is female) for every:	One additional volunteer to each additional:	Two unrelated volunteers (at least one of whom is female) for this number of girls:	One additional volunteer to each additional:
Girl Scout Daisies (grades K-1)	12	6	6	4
Girl Scout Brownies (grades 2-3)	20	8	12	6
Girl Scout Juniors (grades 4-5)	25	10	16	8
Girl Scout Cadettes (grades 6-8)	25	12	20	10
Girl Scout Seniors (grades 9-10)	30	15	24	12
Girl Scout Ambassadors (grades 11-12)	30	15	24	12

Follow the Girl Scout Safety Guidelines and Safety Activity Checkpoints

Safety instructions are detailed in the Girl Scout Safety Guidelines and the Safety Activity Checkpoints. Whether you're going swimming or hiking, or headed to a theme park, please read and follow the Safety Activity Checkpoints for your specific activity. Share them with other volunteers, parents, and girls before engaging in your activities. (From the GSKWR website, search: "safety activity checkpoints".)

Review Volunteer Essentials: For more details on safety issues like Internet safety, financial policies, traveling, creating safe spaces for girls, and volunteer responsibilities, reference Volunteer Essentials, found on the GSKWR website.

First Aid: Make sure a general first aid kit is available at your meeting place and accompanies girls on any activity (including transportation to and from the activity). Be aware that you may need to provide this kit if a fully stocked one is not available at your meeting site.

Health history forms: Every girl in your troop should also complete a health history form found in your Welcome guide. A medical emergency can happen at any time, so always be prepared. Take a photo of our emergency procedures card on your phone for quick access to emergency information. This card is also found in your Welcome guide.

First Aider: A First Aider is what Girl Scouts call an adult volunteer who has taken Girl Scout-approved first aid and CPR training which includes specific instructions for both adult and child CPR. Activities may take place in a variety of locations, which is why first-aid requirements are based on the remoteness of the activity location, as noted in the Safety Activity Checkpoints for that activity.



Managing Troop Funds

Below are a few tips that will help you manage your troop account. These include:

1. Reconciling the troop account to the bank statement each month.
2. Reporting to the troop regularly about the troop's financial activity and current cash balance.
3. Understanding the cookie program process.
4. Understanding money-earning project guidelines.
5. Preparing the semi-annual troop financial report and submitting it to the Service Unit Banking Specialist or membership staff.

Money Earning Guidelines for Girls, Service Units and Adults.

Helping girls plan, budget, earn and manage money is an integral part of the Girl Scout Leadership Experience. Girls learn the important skills of goal setting, decision making, money management, people skills and business ethics through Girl Scouts' Fall Product and Cookie Programs. Additional Council-approved Troop Fundraising – through either Money Earning Activities or Adult Fundraising – provide opportunities beyond Cookie and Fall Product Program proceeds.

Money Earning Activities refer to activities that follow a budget and are planned and carried out by girls in partnership with adult volunteers to earn money for the troop/group. Money Earning Activities provide skill-building opportunities for girls. Girls earn funds by providing a service or product and should be learning while earning as they work together as a team to meet their goals.

Adult Fundraising refers to a relationship between an adult Girl Scout Volunteer and a donor - one in which the donor lends support to the troop/group in the form of money or products/services to benefit a specific, budgeted activity for the troop/group. These donors may receive a tax deduction, as allowable by law. Girls are not allowed to solicit these funds. (See Highest Awards below.)

The main difference is who will be planning and organizing the activity or event. If it is adults organizing the event or asking for funds, then it is considered Adult Fundraising. If it is the girls who are planning and organizing the activity and performing the service to earn the money, then it is considered a Money Earning Activity.

Check out our website for more information: <https://www.gskentucky.org/en/for-volunteers/Troop-Fundraising.html>



Brownie Scout Resources

There are many resources available for you to use with your Brownie Girl Scouts. Below are a few that will help you get started and create the experience that is right for your girls.

If girls wish to earn even more badges than those included in the Girl's Guides, additional badge activity sets are available to purchase at <https://www.girlscoutshop.com/KENTUCKYS-WILDERNESS-ROAD-COUNCIL> and meeting plans are available on the Volunteer Toolkit (VTK).

For a complete listing of awards available at the Girl Scout Brownie level, check out the [Award and Badge Explorer](#) at [girlscouts.org](https://www.girlscouts.org).

It is considered a best practice that all girls in the troop have their own books. This way, they can work on additional badges or criteria outside of the troop meetings, share projects with their families, and have a keepsake and record of their Girl Scout Experience.

Volunteer Toolkit:

The Volunteer Toolkit (VTK) gives you program content and other resources to manage your troop planning all year long—and keep it going smoothly! Here's how it will save you time and help you plan:

- The VTK offers two resources for planning your troop's time: Year Plans and Meeting Agendas.
- Daisy, Brownie and Junior leaders can access pre-populated plans for every meeting.
- Cadette, Senior and Ambassador leaders can access planning features.
- Everything is fully customizable!

You can also manage troop finances, track girls' achievements and attendance, reference important safety guidelines for field trip planning, and stay in touch with parents and share meeting plan information



gs Learn

gsLearn gives you easy access to online and in-person learning opportunities as well as the ability to track all your accomplishments! Learn at your own pace, access additional resources, and repeat info when you need it! GSKWR offers over 20 training courses from VTK training to new leader basics.



Girl Scout Journeys

Journeys are a coordinated series of activities grouped around a theme. The activities included in the Journey guides may be done by troops, groups, by individually registered girls, or as part of larger program events. A troop/group could follow the sample sessions included in the book, or choose only specific pieces selected by the girls. Girls may select whichever Journey interests them most!

Brownie Badges, Awards and Pins[†]

STEM

Automotive Engineering

- Automotive Design
- Automotive Engineering Manufacturing
- Automotive

Cybersecurity

- Cybersecurity Basics
- Cybersecurity Safeguards
- Cybersecurity Investigator

Coding For Good

- Coding Basics
- Digital Game Design
- App Development

Robotics

- Programming Robots
- Designing Robots
- Showcasing Robots

Math In Nature

- Shapes in Nature
- Numbers in Nature
- Design With Nature

- Computer Expert
- Digital Leadership
- Fling Flyer Design Challenge
- Home Scientist

- Pets
- Race Car Design Challenge

- Space Science Adventurer
- STEM Career Exploration

Outdoors

- Brownie Snow or Climbing Adventure
- Bugs
- Brownie Trail Adventure

- Cabin Camper
- Eco Friend

- Hiker
- Letterboxer
- Outdoor Adventurer
- Outdoor Art Creator

Life Skills

- Brownie First Aid
- Brownie Girl Scout Way

- Celebrating Community
- Dancer
- Democracy for Brownies
- Fair Play
- Household Elf
- Making Friends

- Making Games
- My Best Self
- My Family Story
- My Great Day
- Painting
- Potter
- Snacks

Brownie Badges, Awards and Pins[†]

Entrepreneurship

- Budding Entrepreneur
- Cookie Decision Maker
- Inventor
- Money Manager
- My Cookie Customers
- Philanthropist

Journey Awards

It's Your World—Change It!

- Brownie Quest Set

It's Your Planet—Love It!

- WOW! Wonders of Water Set

It's Your Story—Tell It!

- A World of Girls Set

Engineering

- Think Like an Engineer
- Take Action

Computer Science

- Think Like a Programmer
- Take Action

Outdoor STEM

- Think Like a Citizen Scientist
- Take Action

Outdoor

- Brownie First Aid
- Hiker
- Cabin Camper
- Take Action

Additional Awards

- My Promise, My Faith Year 1
- My Promise, My Faith Year 2
- Safety Award Pin
- Brownie Journey Summit Award Pin

- Cookie Entrepreneur Year 1
- Cookie Entrepreneur Year 2
- World Thinking Day 2022 Award
- Global Action Award Year 1
- Global Action Award Year 2

[†] Earned Award

Girl Scout Brownie Vest & Sash

Click on the name or image of insignia to find out more information and to purchase.

Visit <https://www.girlscoutshop.com/KENTUCKYS-WILDERNESS-ROAD-COUNCIL>

for all your Official Girl Scout merchandise needs.



Next Steps...

Partner with Girls to Plan Troop Activities

Girl led activities are a key component of the Girl Scout Leadership experience. Involve girls in an age appropriate way in planning their Girl Scout activities.

Read Volunteer Essentials

Volunteer Essentials is your volunteer manual – <https://www.gskentucky.org/en/for-volunteers/why-volunteer.html>

Connect with Other Volunteers

You are part of a large community of Girl Scout Volunteers. Get answers to your questions and share ideas by connecting with other volunteers.

- » Attend monthly Service Unit volunteers meetings.
- » Attend Volunteer Events and Enrichments
- » Check out our Pinterest page for fun ideas! - www.pinterest.com/kygirlscouts

Communicate Regularly with Parents/Guardians

Establish a system to communicate regularly with parents/guardians. Keeping parents/guardians informed will help girls have a good experience.

Participate in Product Programs

The Fall Product and Cookie Programs are opportunities for girls to learn about goal setting, budgeting, and money-earning activities.

<https://www.gskentucky.org/en/cookies/2016CookieSale.html>

<https://www.gskentucky.org/en/cookies/fall-product-program.html>



Girl Scout Glossary

Girl Scouting has its own jargon, and there may be times you feel like someone is speaking to you in a different language!

Annual Troop Review is a review completed once a year by a troop leader. This is typically a wrap up of your troop's year and is completed between April and June.

Badge: Embroidered official recognition awards for Girl Scouts, to indicate increased knowledge and skill in a particular subject. Badges are placed on the front of the uniform.

Ceremonies::

- **Bridging:** The move from one program level of Girl Scouting to the next (e.g. from Girl Scout Daisy to Girl Scout Brownie). Bridging requirements are found in the Girl's Guide to Girl Scouting handbook section.
- **Court of Awards:** A ceremony that can be held any time during the year at which petals, patches, pins, recognitions, and other awards are presented.
- **Girl Scouts' Own:** A quiet inspirational ceremony that has a theme and is planned by Girl Scouts and their leaders.
- **Investiture:** A special ceremony in which a new member makes her Girl Scout Promise and receives her membership pin.
- **Rededication:** A formal ceremony for girls or adults, previously invested, to renew the Girl Scout Promise (a good way to start a second year of a Girl Scout grade level).

Cluster: Group of service units operating in a given territory. Each cluster has its own council office. GSKWR has 5 clusters: Bluegrass, Jenny Wiley, Ken-O-Valley, Licking Valley, and Mountain Laurel.

Fall Product Program: A council sponsored program combining educational activities with money earning opportunity for troops/groups. It is directed towards family and friends and enables troops to earn start up money by selling magazine subscriptions, nuts and candy.

Friendship Circle: A symbolic gesture in which Girl Scouts form a circle by clasping hands, crossing their right arm over the left. The circle represents the unbroken chain of friendship among Girl Scouts and Girl Guides all over the world. It is often used at a closing ceremony.

Fun patches: Optional patches worn on the back of a uniform. These patches are for available for activities or outings (everything from a radio station visit to a pizza party) that are not part of earning an official badge award.

Girl Scout's highest awards:

- **Girl Scout Bronze Award:** The highest award a Girl Scout Junior may earn.
- **Girl Scout Silver Award:** The highest award a Girl Scout Cadette may earn.
- **Girl Scout Gold Award:** The highest award a Girl Scout Senior or Ambassador may earn.

Girl Scout Holidays:

- **Founder's Day:** Juliette Gordon Low's birthday, October 31.
- **Girl Scout birthday:** March 12, 1912 marks the first Girl Scout meeting in Savannah, GA.
- **Girl Scout Week:** An annual celebration during the week of March 12, the Girl Scout birthday. It begins on Girl Scout Sunday and ends on Girl Scout Sabbath.
- **Girl Scout Leader's Day:** April 22, a special day to honor Girl Scout leaders.
- **World Thinking Day:** Celebrated by Girl Guides and Girl Scouts throughout the world, February 22 is the mutual birthday of Boy Scout Founder Lord Baden-Powell and his wife Lady Olave Baden-Powell who was active in Girl Guides in England and served as World Chief Guide. This is the day for Girl Scouts and Girl Guides to think about their sisters around the world through special projects, international programs, activities, or pen pal correspondences. Girl Scouts at each level can earn an award that can be worn on the front of her uniform with their other badges and awards.



Grade levels: Current girl levels include: Daisies (K-1), Brownies (2), Juniors (4-5), Cadettes (6-8), Seniors (9-10), and Ambassadors (11-12). These have varied over the years and may be different from what you remember if you were a Girl Scout.

GSKWR (Council): Girl Scouts of Kentucky's Wilderness Road Council

GSUSA: Girl Scouts of the United States of America, our national organization.

Juliette Gordon Low: Nicknamed Daisy, Juliette was the founder of Girl Scouting in the United States who formed the first troop meeting in Savannah, Georgia on March 12, 1912. Read the full story in your Girl's Guide to Girl Scouting!

Kaper chart: A chart that shows the delegation of tasks and rotation of responsibility day-by-day and/or meal-by-meal.

Membership and Program Specialist (Staff): A GSKWR staff member who works to assist volunteers and parents/caregivers with registration and renewals, as well as help to place girls and volunteers into Troop or Service Area roles.

My GS: Our online troop management portal to access the Member Profile and the Volunteer Toolkit. Our registration system makes it easy to register, find a troop that is right for you, become a volunteer, create meeting plans for your troop, and much, much more! Troop Leaders and Assistant Troop Leaders can use their account to access information for both their troop and their own families, via separate tabs. Parents will be able to access their own household.

Program Aide: A Girl Scout Cadette, Senior, and/or Ambassador who has been trained to assist younger Girl Scout groups with songs, games, crafts, ceremonies, or outdoor activities.

Safety Activity Checkpoints: GSUSA's safety program standards. Find it on the Volunteer Toolkit or our website. Sit-upon: A cushion made by Girl Scouts to use when the ground is hard or damp or to keep their clothes clean. Service Unit: A geographic subdivision within a cluster.

Service Unit Manager (SUM): A volunteer leadership position who leads a service area in partnership with service team volunteers and the membership specialist staff member assigned to the region.

Service Unit Treasurer (SUT): A volunteer leadership position who is responsible for signing on troop's bank accounts, they are typically the third signer on the troop and service unit account. Monitors bank accounts and reviews monthly statements.

Service team: A volunteer leadership team within a service area that works in partnership with the membership engagement staff member.

SWAPS: Special Whatchamacallit Affectionately Pinned Somewhere, a keepsake exchanged as a way for Girl Scouts to meet each other and promote friendship.

Tag-a-longs: An informal name for a non-Girl Scout child attending a Girl Scout event.

TAP: This is our Training and Program calendar where you can find information on current and upcoming programs and training opportunity.

Trefoil: The international symbol of Girl Scouting; the three leaves of the trefoil represent the three parts of the Girl Scout Promise.

Volunteer Toolkit (VTK): The Volunteer Toolkit is a digital planning tool that gives you resources and program content to get your year started—and keep it going smoothly! Fully customizable, the toolkit is accessible by phone, tablet or desktop so you can plan and prepare practically anywhere.

World Association of Girl Guides and Girl Scouts (WAGGGS): An international educational association of more than ten million Girl Guides and Girl Scouts in 150 countries. Learn more at www.WAGGGS.org.

