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*Ask to speak to your regional Gold Award Staff Liaison

Your Guide to Going Gold

How to Become a Gold Award Girl Scout

The Girl Scout Gold Award is the mark of the truly remarkable. Through pursuing the Gold Award, Girl Scouts change the world by tackling issues they are passionate about to drive lasting change in their communities and beyond while they learn essential skills that will prepare them for all aspects of life. As a bonus, the Gold Award opens doors to a variety of scholarships, preferred admission tracks for college, strong networking and amazing career opportunities, and much more.

This guide offers a comprehensive overview of everything from planning to proposals and teamwork to time logs. So, whether you've been dreaming of your Gold Award since you were a Daisy or you're a new member in high school looking to make a difference, this guide is for you. Let's get going and let's Go Gold!

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Part 1: The Gold Award Defined

Curious about the Gold Award? Read on to learn more about what it means and how you'll lead lasting change in your community.

The benefits of becoming a Gold Award Girl Scout

When you become a Gold Award Girl Scout, you delve deep into your passions, flex your problem-solving muscle, stand up for what you believe in, inspire others, and make a difference. It's an opportunity to do something more and to set your sights on true leadership.

Here are a few other reasons to Go Gold:

- **Grow professional skills.** Gold Award Girl Scouts become pros in team building, problem solving, project planning, and time management. These are invaluable skills that all professionals need—and all people value. You can highlight these experiences as you apply to schools, jobs, internships, and other opportunities.
- **Earn scholarships.** Many universities and colleges award scholarships to Gold Award Girl Scouts.
- **Build your network.** Gold Award Girl Scouts recruit and lead teams to do amazing things! This experience will give you a network of supporters that lasts a lifetime.
- **Enlist at a higher pay grade when you join the military.**

SOMETHING TO REMEMBER: Do this for you—not for anyone else!

This isn't your parent's or troop leader's project. The Gold Awar d is an opportunity to harness yointuro

passion and put your ideas motion. It's challenging. It's immensely rewarding. And it's

entirely up to you.

SOMETHING TO REMEMBER: Once you've earned the Gold Award, you

can proudly claim your Gold Award digital credential from Credly, our verification partner! You can display it on your social media profiles, including LinkedIn. This

allows prospective employers, universities/colleges, military academies, and others to verify your achievement simply by viewing your profile.

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Key elements of the Gold Award

The Girl Scout Gold Award is a **Take Action project** that must include **five elements**. Your project must (1) address a **root cause** of an issue that you feel passionate about that has a (2) **national and/or global link**. Through your actions, you must demonstrate (3) **leadership** while also creating (4) **sustainable** and (5) **measurable** impact.

What does "take action" really mean?

Taking action means working to understand the root cause of a problem so that you can develop a solution that continues to address that issue—even after your Gold Award project has been completed. Simply put, taking action goes beyond community service.

WHAT'S THE DIFFERENCE BETWEEN COMMUNITY SERVICE AND A TAKE ACTION PROJECT?

Take Action and community service projects are different, and both are essential to Girl Scouting. When you earn the Gold Award, you are transformed from living the Girl Scout Law to bringing it to life!

Community service projects are acts of kindness and important ways to help something or someone right now. They are commonly "one and done" activities. Performing community service almost always multiplies efforts that are already in place. Examples include collecting food for an existing food pantry, providing clothing or toiletries for people who have suffered a disaster, cleaning up a run-down playground, or picking up trash at a park, forest, or beach.

SOMETHING TO REMEMBER: Collecting, beautifying, decorating, and cleaning can be part of a Take Action project; however these activities are not stand-alone Gold Award projects. Stay focused on unique solutions with long-term relief.

Girl Scout Take Action projects address an issue by tackling the factors that cause or contribute to it. As you may expect, these projects have a far-reaching impact. They are designed to change something for the better— forever.

Use this table to help determine whether an idea is a community service or Take Action project.

Community Service	Take Action
A short-term effort that helps something or someone fulfill an immediate need	A long-term project with sustainable and ongoing impact that addresses a root cause of an issue
Done FOR the community	Done WITH the community
Joining an existing effort to solve a problem	Creating a unique initiative to address an issue
Done as part of an existing team (usually as a volunteer)	Creating and leading your own team of volunteers
Working towards a goal that's set by others	Setting the goals and leading a team to achieve them

What is a root cause?

Root causes are an issue's trigger—they identify *why* an issue is happening. Often, you'll have to look for the *why* in a lot of places in order to get to the root causes. Once you've identified your issue, you can create a "mind map" in GoGold, the Gold Award web app (learn more about GoGold). This will help you find its root causes. A mind map can help you understand what triggers your issue and will help you look further to find the root causes of those triggers.

ROOT CAUSE EXAMPLE: *Rachel is passionate about ocean conservation. She asks why ocean pollution happens and lists several causes, including acid rain, soil runoff, and oil spills. She remembers witnessing the harmful impact of a major oil spill in her local ecosystem and decides to learn more about why oil spills happen. Rachel reaches out to experts and, after additional research, learns that a lack of safety protocols for oil storage is one of the root causes. She chooses to create a project that addresses how oil storage can be made safer to prevent spills.*

Step 2: Investigate will walk you through how to use a mind map and then research your issue's root causes. When you're ready, visit **Step 2 of GoGold** to do it yourself!

How do I include a national and/or global link in my project?

Identifying a national and/or global link doesn't mean you need to travel or expand your project across the globe. It's likely that the issue you've been working towards addressing is relevant worldwide—it can be found in your own local, regional, or national community and across the globe, whether it's poverty, hunger, illiteracy, homelessness, or pollution. Research how other areas, communities, or countries address your issue. Seeing how other people and places implement solutions might inspire your actions and will absolutely show you a national or global connection. Consider reaching out, explaining your ideas, and asking for their advice, ideas, and even collaboration. You can use what you learn to inform your project. Plus, these kinds of partnerships can be excellent ways to ensure your project's sustainability.

NATIONAL AND/OR GLOBAL LINK EXAMPLE: *For the past four years, Maria has volunteered at a local animal rescue group. It regularly operates at its maximum capacity and is unable to take in additional animals. Maria decides to tackle one of the root causes of this issue for her Gold Award. As she begins her research, she learns that animal rescue groups across the country share similar challenges and discovers various perspectives on animal welfare across the globe. Then, she reaches out to relevant animal welfare organizations to better understand the issue and to access the research that they have available. She decides to focus on a solution that she can implement at animal rescue groups in her community and share widely.*

Visit **Step 4 of GoGold** to identify your issue's national and/or global link. Be sure to include research that backs it up!

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How do I show leadership in my project?

It isn't a leader's job to do everything; rather, it's the leader's job to make sure everything gets done. You will demonstrate leadership by recruiting and engaging a diverse team of volunteers from your network and around the community. Share your vision to help align your team—you can also map out activities, set schedules, create a communication plan, and solve challenges if they arise.
Take Action projects require partnering with the community you're serving, so be sure to enlist appropriate individuals, groups, or organizations before, during, and after your project to ensure they are engaged with and benefit from your project. Ideally, your project will provide the community you serve with a much-needed solution, so they will help sustain your project.

NOTEGSGLA requires that girls have at least one community organization signed on as a main recipient or partner for their project.

LEADERSHIP EXAMPLE: *Caitlin elevated her passion for theater to raise awareness about substance abuse issues among high school students. She reached out to her high school's drama club for volunteer actors and backstage crew members. She found volunteers within her Girl Scout troop to design and distribute promotional materials for performances.*

At a local drug abuse education nonprofit, Caitlin learned about the extent of substance abuse in her town and found her project advisor. Her advisor connected her with volunteer educators who informed the educational components of Caitlin's project and hosted talk-backs after performances. Finally, Caitlin engaged other high school drama clubs to ensure that the program continued to reach her target audience.

Step 3: Get Help features important members of your team and the roles they might play. When you're ready, visit **Step 3 of GoGold** to list your team members and share how you plan to lead them as you implement your project.

What does a sustainable project look like?

Sustainability means that your project, as well as the work towards addressing your issue, carries on or continues even after you've done your part and earned the Gold Award. In a nutshell: you'll put a plan in place that ensures your Gold Award creates lasting change. **Sustainability is not one-size-fits-all.** Here are three different ways you can ensure your project is sustainable:

1 Create a permanent solution ... and ensure it's used.

Short project description	How you know it's sustained ...
Brand-new girls wrestling team at your school	Get a letter of commitment from your school administration to sustain the team
Cultural competency club at a local community center	Provide a how-to manual with guidelines and your organization charter to the community center so they can maintain your project after you wrap up
Formal-wear lending boutique for military families	Establish a system for rotating and refreshing available items that outlasts your support

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2 Educate others by inspiring them to change their attitudes, beliefs, or behaviors ... and prove the changes by using a measurement tool and either 1) putting a plan in place to continue the education beyond your involvement or 2) enacting a call to action.

Short project description	How you know it's sustained ...
Stress-relief awareness campaign	Collect pre- and post-surveys to measure change in your audience's knowledge and perceptions and enact a call to action, like a pledge, to track who commits to adopting new self- care habits
Reading workshops to promote early literacy	Collect pre- and post-surveys to measure how audience reading skills improve and share the curriculum with a community partner to continue literacy education
School recycling presentations	Collect pre- and post-surveys to measure increase in recycling know- how and enact a call to action, like an online tracking system to count the number of students recycling at the school and total pounds of recycled material annually

SOMETHING TO REMEMBER: When your goal is to change someone's mind, education can be a powerful tool. You can create and deploy a wide range of materials that will educate others about the issue you care about. We call this a "force multiplier" when someone makes a significant change to an attitude and/or behavior.

3 Advocate to change a rule, regulation, or law ... and engage others in your advocacy.

Short project description	How you know it's sustained ...
Protecting sea turtle habitats	Get others to take up the cause by signing a petition as part of a campaign to enact a law that protects the animals' habitats. Your advocacy is what matters—bonus points if you get a law passed, but even if you don't, you can still change minds and behavior along the way.

Visit **Step 4 GoGold** to plan your project's sustainability.

How do I measure my impact?

Your impact is measurable when you collect information or data throughout your project and use it to show that your actions have had a positive effect on the community and/or contributed to addressing your issue.

Think about what you can ***count*** in order to measure the effectiveness of your project. This means that you will need to set a goal or two! That way, when you measure your results, you'll know how effective your project was overall. Goals can feel intimidating, but remember, you're setting them for yourself—and they are adaptable.

You can begin demonstrating your impact by asking "how much?" or "how many?"

- You can count ***how many*** people your project helped, involved, or educated, or how many people changed their behavior or attitudes. You can also count the number of members in a group (social media or in person) or how may clicks, shares, views, or comments your website or posts received.

- If you are introducing a new concept to a group, you can use a pre- and post-questionnaire to measure ***how much*** they've learned or assess what behaviors they've changed.

Successful Gold Award projects have goals and measure true impact. Be confident in setting and measuring multiple goals, so you can understand the impact of each part of your project. And don't be shy about expanding your efforts as you go!

MEASUREMENT EXAMPLE: *Nancy is creating a technology class for women in the prison system to help prepare them for future employment. She sets two goals: to reach 50 women in the prison system with her technology class by the end of the school year and to be sure at least 75% of the women feel like they have increased their tech skills. To measure her impact, she plans to use two metrics: she will track participation to ensure she serves at least 50 women, and she will circulate questionnaires before and after the classes to assess if her participants are increasing their tech skills. By consistently tracking her progress, she can adjust her plan to better meet her goals.*

Visit **Step 4 of GoGold** to create your project's goals and outline how you'll measure your impact.

SOMETHING TO REMEMBER: While goals are important guidelines, they may change as you go along. It's OK—it's all part of the learning process. Collecting and analyzing data throughout your project will help you gauge the impact your project is having, make improvements and adjust your goals as necessary, and ultimately tell a compelling story about your Gold Award. If you think you need to change your goals after your proposal has been approved, reach out to your council contact for advice and support.

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Part 2: Achieving Your Gold Award

Now that you've learned about the Gold Award, you're ready to earn it—the greatest achievement in Girl Scouting! It may sound daunting, but we'll break it down into smaller, more manageable steps. Read on for more on how to get started. And remember: your council and the Girl Scout Movement will be there to support you every step of the way!

How do I know I'm ready?

You can begin working on your Gold Award proposal in GoGold after you've crossed certain items off your to-do list. You're ready when:

- You're in grades 9–12.
- You're a registered Girl Scout Senior or Ambassador.
- You've completed two Senior or Ambassador Journeys OR have earned a Silver Award and completed one Senior or Ambassador Journey.
- You feel compelled to do something meaningful that will make the world a better place!

How do I know what to do—and when?

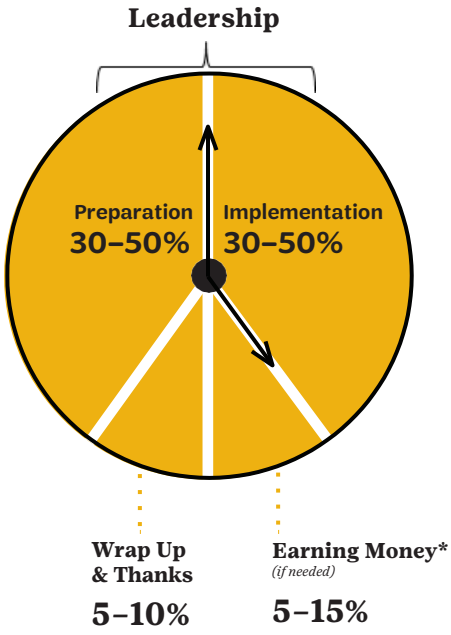
Once you have completed your Gold Award prerequisites, you must complete the mandatory GSGLA Gold Award Workshop. Workshops are offered on a monthly basis. Please visit the GSGLA website to register for a workshop.

How much time does it take?

Plan to spend 80 hours and 3-months bringing your project to life—that's the minimum standard. These hours will give you the time you need to properly plan and execute your project—though keep in mind that your schedule and other time commitments will influence how long it takes to complete your project. This is OK, whatever timeline you follow is just fine!

Use this chart—and the definitions below—as a guide to help you plan how to best invest your time for maximum efficiency and impact.

BUDGET YOUR HOURS



- **Preparation (30–50%)** includes time planning pre- and post- approval.
- **Pre-approval (up to 10 hours/12%)** is the process of preparing your project plan before council review and approval. *This includes some research, contacting possible community partners, investigating potential venues, finding prospective volunteers, and ultimately completing your project proposal.*
- **Post-approval (up to 40%)** is the work of finalizing your research and locking in your logistics after your proposal is approved by your council. *For example, you might contact your venue and set dates and times for*

- **Implementation (30–50%)** is the process of leading and executing the plan you defined in your project proposal and making changes, when necessary, to achieve the project's goal. This includes training your volunteers, leading your team to do your project, and more!
- **Earning money (5–15%)** is optional, and only includes time you spend earning money for your Gold Award.
- **Wrap Up & Thanks (5–10%)** includes reflecting on your impact and appreciating your team, which are essential parts of the Gold Award, so make these a priority as you wrap up. It's easy to forget an activity, email, or conversation, so use the "Track My Work" tab in GoGold to make sure you don't miss a thing.

What is the GoGold web app?

GoGold is a mobile-friendly web app you will use to track your progress towards completing the seven steps of the Gold Award—from idea to proposal, to taking action and final report—online!
You can use GoGold to brainstorm and submit your official Gold Award proposal as well as your final report. This system is designed with you in mind. It offers a lot more than just a place to upload documents.

GoGold takes you through each of the Gold Award steps while offering new ways to examine the issue you want to work on and its root causes, plan your project, set goals, map a timeline, and add your team members.

The functionality built into GoGold is going to save you time, too. The system includes options for your troop leader to virtually sign off on your prerequisites, like your completed Journeys or Silver Award, and for your project advisor to verify your proposal is ready for your council's review process. (We will tell you more about the role of a project advisor in Step 3.)

Think of GoGold as an interactive, informative, and enormous filing cabinet up in the cloud—where every single Gold Award proposal and final report is proudly safeguarded and catalogued for all the Girl Scouts who are on this amazing journey.

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What are the #1 tips to help me succeed?

DO THIS	NOT THIS
Pull a team of volunteers together and put your leadership skills to work.	Do it all yourself with just a few or no volunteers.
Choose a project advisor who is an expert on your issue and willing to be involved.	Choose a parent or troop leader as an advisor.
Plan ahead and anticipate obstacles.	Wing it without a plan.
Break up your work into small, manageable bundles and assign each bundle a timeline.	Procrastinate or try to do it all at once.
Update your project advisor and council contact and ask questions when needed.	Keep project progress, obstacles, and details to yourself until you submit your final report.
Document everything as it occurs so that the information you collect is accurate and honest.	Make up a timeline after you've finished the project or put together several small projects.
Measure your project's outcome—you can always look to your council contact for guidance on collecting data, conducting surveys, and doing pre- and post- evaluations.	Complete your project with no real way to measure the impact you've made.
Make sure your project includes the five Gold Award elements.	Submit your project proposal without addressing root cause or including a national and/or global link, sustainability, measurability, or leadership.
Include detailed goals in your project proposal that show your anticipated impact.	Skip goal setting.
Do research to make sure any organizations you plan to work with want to sustain your project.	Assume that organizations need your help.
Create a dynamic project with measurable impact on a community.	Create a static website as the focus of your project or hold a one-day workshop.
Be original—this is your chance to shine!	Copy what others have done.

Check it out!

Use the new 5 point checklist to see if your project idea is on track to meet Gold Award requirements.

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What are the seven steps to the Gold Award?

- **Step 1: Choose an issue**
- **Step 2: Investigate**
- **Step 3: Get help**
- **Step 4: Create a plan**
- **Step 5: Present your plan**
- **Step 6: Take action**
- **Step 7: Educate and inspire**

Let's break it down with a description of each step and tips for success. You'll complete these steps using GoGold. When you're ready, create a GoGold account and get started!

Step 1: Choose an issue

In this step, you'll answer questions that will help you reflect on your personal values, education, experience, and interests in order to find an issue you care about. Use the interactive question tree in GoGold to answer a series of questions that will help you explore how to merge your passions and skills to take action. It's easy! Simply answer the questions and GoGold will do the rest, compiling your responses into project themes that may interest you.

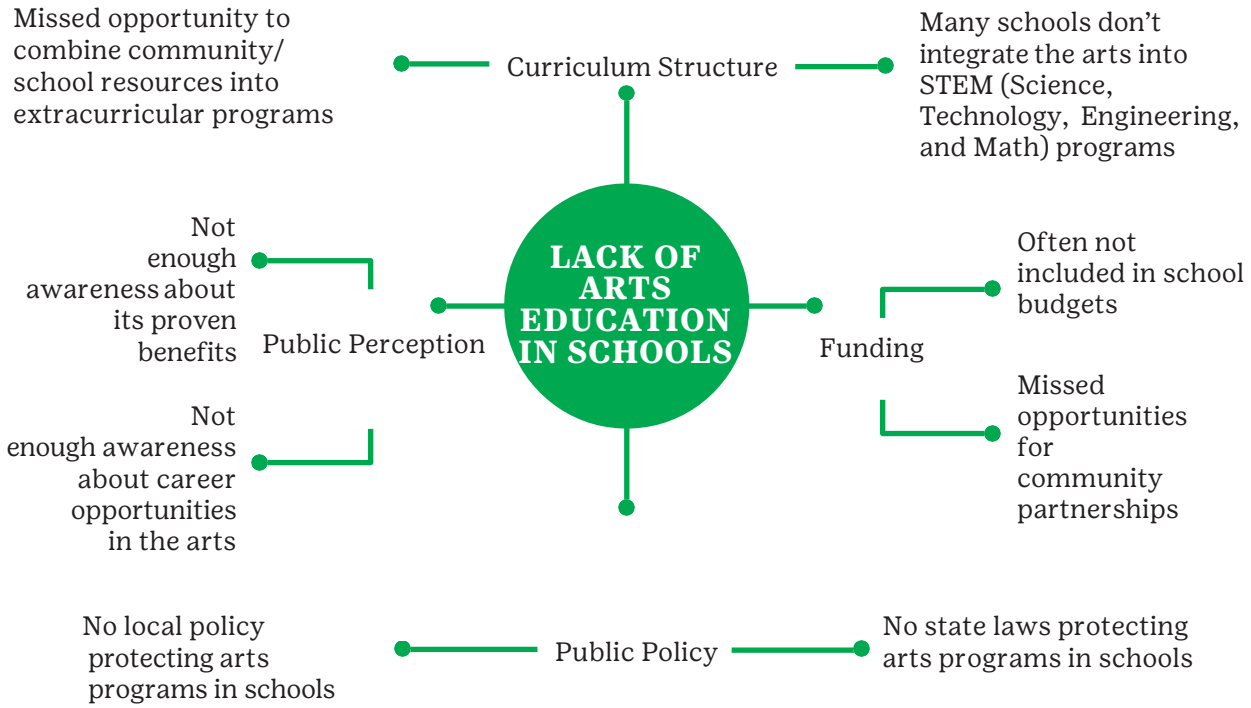
Why	Who?	Where	What	How?
Why are you inspired? Do you care about poverty, women's rights, environmental sustainability, health and relationships, animals, human rights, veterans, sports, or something else?	Who do you want to help? The elderly, children, those less fortunate, nature, people with disabilities, or animals?	Where do you want to make an impact? Your school, neighborhood, city, state, country, or around the world?	What are your strengths and talents? Public speaking, math, community building, empathy, research, or people skills?	How do you want to make a difference? Will you change a law, lead workshops, start a club, develop curriculum, give presentations, teach a skill, or take action another way?

You can complete the quiz as many times as you want. And you'll leave the step with an issue or two you may want to explore further.

Step 2: Investigate

In Step 1, you identified a community issue or two that you're interested in exploring further. You'll need to trace back the issues to their root causes for your project and then connect with issue experts to plan your project. By addressing the root causes of your issue and involving your community in the solution, you'll be primed to make a sustainable impact.

Start by using a mind-mapping tool to explore the root causes of the issue you've chosen. Here's an example mind map (see blank example on pg 45):



Notice that the community issue "lack of arts education in schools" is placed in the center and that things that trigger it, like funding, public policy, public perception, and curriculum structure are explored further. When you explore further, you find **root causes**. In this example, the root causes are in the outer prongs. For example, the root causes of the public's perception of lack of arts education in schools include not enough awareness about proven benefits and not enough awareness about career opportunities in the arts.
Once you've identified root causes, take your research further to make sure:

- You've identified a real need in the community.
- You can make your project idea happen—it's realistic.
- You can learn about resources and develop a network beyond your friends and family to help you.

Get online. Check news and organizations' sites related to your issue. Explore how the media in other countries cover your issue.
Get reading. Find books that offer in-depth analysis of your issue, read your local newspaper, and look for magazine articles that offer different perspectives.

Interview experts. Talk to friends, neighbors, teachers, business owners, community partners, and others who can offer information or insight about the issue you've chosen. **Need help identifying organizations or people who have knowledge of your issue or finding an expert to interview?** Click the help icon next to the "Research" tab in Go Gold for suggestions, including a community map, a short list of thought starters, and interview tips.

SOMETHING TO REMEMBER: Before you meet with new people, get safety tips from your troop/group volunteer and always make sure your family knows who you're talking to or meeting with—safety first!

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Step 3: Get help

In Step 3, you'll form a team of volunteers. Working together to put your plans into action allows you to flex your leadership muscle and make a bigger impact than you would on your own. Anyone can be on your team—you don't need to limit yourself to just people your age or those who are Girl Scouts. But do choose a diverse group of volunteers with different skill sets who will work to put your project into action and stick it out until you're done.

Here are some important members of your team:

Council staff is a Program Specialist responsible for one of the two GSGLA regions (North-Southwest and Southeast). All official forms, reports, and correspondence are directed to these staff members. GSGLA Staff Liaisons can also provide details regarding trainings, interviews, and the annual Gold Award Ceremony.

Who To Contact @ GSGLA:

Southeast Region - Arcadia & Upland
Deanne Moore (dmoore@girlscoutsla.org, 626-677-2207)

North & Southwest Region - Santa Clarita, Canoga Park, Inglewood, & Long Beach
Lisa Axelrod (laxelrod@girlscoutsla.org, 626-677-2237

Your project advisor is an adult you approach and invite to be on your team, who has some level of expertise in one or more areas of the issue your project addresses. Think of your project advisor as a professional consultant ; they can guide you as you plan and implement your project. The project advisor does not design your project but does offer valuable insight, advice, and guidance.

Parents/guardians, immediate family members, and troop volunteers cannot be project advisors. Sometimes other family members such as aunts or uncles can be approved project advisors if they are experts on your issue. However, we strongly encourage you to reach outside your familiar circle and grow your network. The Project Advisor Guide will help your advisor understand their role and how they can support you.

Parents or guardians are amazing supporters! They can act as cheerleaders, sounding boards, and chauffeurs. They can also help you out with safety, transportation, and travel guidelines. The Guide for Adults lists helpful ways your parents or caregivers can help you; however, as we said above: parents/guardians cannot act as your project advisor.

Troop volunteers and individually registered member mentors can help make sure you've met Gold Award prerequisites and may also agree to be a part of your volunteer team. They can also review Gold Award funding, safety, and travel guidelines with you. The Guide for Leaders will get them started!

Friends and family may want to help you implement your plan. Troop sisters, relatives, friends, siblings, and cousins can all make terrific team members. Feel confident about giving them hands-on roles and delegating tasks to them, too!

Use Step 3 of GoGold to keep a list of your confirmed team members. You're required to work with at least one adult volunteer—your project advisor, so be sure to list them first. Then, add at least three to five additional team members who are not your parent/guardian or troop volunteer. From there, you can add as many others as you'd like!

Keep in mind that a good leader identifies specific team members with varied backgrounds and skill sets to assist with specific tasks associated with their project. While you may be inclined to primarily enlist your peers, adult support can help you form partnerships with organizations, access resources, and provide important safety measure (your council can help make sure you're covered). So, be ready to identify each volunteer's role and don't worry about missing someone - you can add more team members as you go.

SOMETHING TO REMEMBER: When you expand your circle, you expand your impact. You may feel a little bit uneasy to approach and invite those outside your network to join your team, but remember to use your proposal as your guide to explain your plans. Chances are—they will be impressed!

Step 4: Create a plan

In Step 4, you'll bring together the work and research you did in Steps 1–3 to show how you will achieve your project's purpose. You'll work out the specific details of your project proposal, including a project description, proposed budget and timeline, and your thoughts on how the project will impact you, your target audience, and your wider community. You'll also define your project's national and/or global link, set goals to measure your impact, and plan how you'll sustain your project (refer back to Part 1 for a refresher).

Provide as much detail as you can so your council can evaluate your timeline and proposed scope of work. Ensure you've clearly articulated your ideas and plans, identified your team, set clear goals, and determined how your impact will be measured so it can be easily understood and evaluated. The people reviewing your proposal may not know you personally; be specific so your vision is clear to them.

HOW DO I EARN MONEY FOR MY PROJECT?

For detailed information about money earning for your Gold Award Project, please visit the GSGLA resources at the end of this book; page 31.

CAN I USE MEDIA TO SHARE MY PROJECT?

Social media platforms are great places to share your work. Be sure to create project based social media and email accounts (do not use personal accounts when possible). For tips about using media and marketing your Gold Award Project, visit the GSGLA Gold Award Marketing Tips Resource.

WHAT DO I NEED TO KNOW ABOUT SAFETY?

As a Girl Scout, you know that safety is important. When you work on the Gold Award, it's a good idea to make a basic safety management plan. In advance, think about:

- What could go wrong
- How to prevent things from going wrong
- What to do if they go wrong anyway

Work with your Girl Scout leader to make sure your project is following and adhering to GSGLA safety policies and Girl Scouts' Safety Activity Checkpoints. ie: adult/girl ratios, travel, accident insurance, and more.

Step 5: Present your plan

You'll know you're ready to submit your proposal to your council for review and approval when you can confidently check all the boxes below:

- ❑ You've met the prerequisites (see "How do I know I'm ready?")
- ❑ You've created a unique project
- ❑ You've chosen an expert project advisor (Step 3: Get Help)
- ❑ You've engaged a team of volunteers who will take action with you
- ❑ You've addressed the root cause of an issue
- ❑ You've tackled your target audience's needs
- ❑ You've set clear goals. You can say, "Here is the change I plan to make, and here's how I know I've made it."

- ❑ You've designed a sustainable project
- ❑ You've identified a national and/or global link
- ❑ You've developed a realistic budget and identified the resources you need to carry out the project
- ❑ Your project will take at least three months and 80 hours to complete
- ❑ You have the skills to get started
- ❑ You've created a plan to inspire others about your project and its impact

Before you submit, attach additional files, GSGLA Proposal attachments, and download a copy of your proposal to keep for your records. Then, get your troop leader/volunteer to verify that you completed your prerequisites and obtain project advisor support of your proposal before submitting it. You'll be able to use GoGold to send an email request for verification that they can complete online in just a few clicks.

PROPOSAL REVIEW AND APPROVAL PROCESS

You must submit your complete proposal (including the Proposal Attachments- found on the GSGLA website) to the GoGold Online system before 11:59 pm, on the first business day of the month, to be eligible to participate in that month's interviews. A proposal interview is mandatory. You may not begin working on your project until you have been interviewed and approved by the Girl Scout Gold Award Committee. The Gold Award Committee member will contact you via email to schedule your interview after a brief review of your proposal. There are no guarantees that you will be able to interview any specific month. For more details about this process, please visit the GSGLA resources at the end of this book; page 27.

Step 6: Take action

Once your proposal is approved, it's go time! Lead your team to carry out your plan. Log your hours and track your income and expenses as you put your proposal into action. Use the Experience Log to upload photos, videos, and/or text posts showing your project in action. These posts will be shared with your council when you submit your final report in Step 7.
Check the "Summary" tab in Step 6 of GoGold for an overview at any time.

WHAT IF I NEED TO MODIFY MY PROJECT?

Any changes to your approved project must be approved PRIOR to progressing with any revisions. As soon as you are aware of a necessary change, stop, and submit the Request for Change e-form on the GSGLA website.
If you are unable to complete your project in the time-frame stated in your agreement, you may apply for an extension. The last date you can request an extension is two weeks prior to your project's original due date. The length of the extension depends on the circumstances and may vary. The Request for Extension e-form can be found on the GSGLA website.
For more details about this process, please visit the GSGLA resources at the end of this book; page 30.

Step 7: Educate and inspire

By Step 7, you're in the home stretch and completing your final report. It's time to tell your story—to tell others what you did, what you learned, and the impact your project had on your target audience. This is your chance to shine, so be sure to fully reflect on each question and provide thoughtful, detailed answers.

Upload any files and download a copy of your final report for your records. You'll obtain project advisor verification for the great work you completed and then submit to your council for review and approval.
As when you submit your proposal to your council at Step 5, your council will have a specific review and approval process for Step 7, so be sure to check in with them for next steps.

FINAL REPORT REVIEW AND APPROVAL PROCESS

Upon completion of your project, return to your GoGold Online to update your project's progress and submit the Girl Scout Gold Award Project Final Report (Steps 6- 7). Please fill out your final project steps completely (all questions answered in complete sentences). GSGLA requires supplemental Final Report Attachmentsto be attached to your GoGold Online Final Report. These attachments can be found on the GSGLA website. Your Gold Award Final Report will be forwarded to the Gold Award Committee for review. You will then be scheduled for an exit interview with the Girl Scout Gold Award Committee. For more details about this process, please visit the GSGLA resources at the end of this book; page 35.

Congratulations—you're a Gold Award Girl Scout!

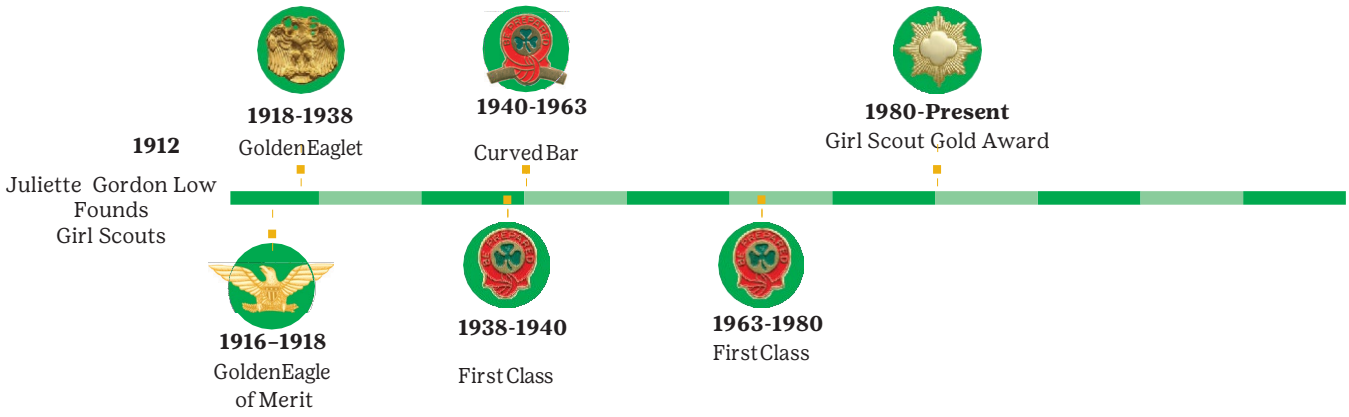
You've earned the Gold Award, the most highly regarded award in the world for girls. It's the mark of the truly remarkable. Becoming a Gold Award Girl Scout marks an important milestone in your Girl Scout career. The same vision, commitment, and leadership that brought you through the Gold Award process will now carry you to new heights. This will distinguish you on scholarship applications, college admission essays, and on your résumé— forever. What you have earned will set you apart, in all the best possible ways!

In addition to accomplishing this challenging personal goal, you can now join an esteemed group of Girl Scouts who share this distinction.

From its beginning in 1916, the greatest achievement in Girl Scouting has been a symbol of excellence and leadership that recognizes the extraordinary efforts of extraordinary girls. While the Gold Award has gone by many names, now all Girl Scouts who earned the First Class, Curved Bar, Golden Eaglet, or Golden Eagle of Merit are part of the Gold Award Girl Scout Family (see GSUSA's proclamation). Its timelessness has inspired generations of young women to find greatness inside themselves and share their ideas and passions with their communities and the world.

Congratulations on joining this network of talented and inspirational women!

YOU'VE JOINED HISTORY—WELCOME TO THE GOLD AWARD GIRL SCOUT FAMILY!



Share your accomplishment with the world!

How many other teenagers can say they led a team that tackled an issue in their community to create lasting change? We know you can say it! You stand out in a crowd—own it!

Now that you're a Gold Award Girl Scout, it's time to leverage your accomplishment and share your passion:

- **Capture the skills you gained.** Remember all the things you learned while earning the Gold Award. Things like project management, team building, public speaking, and resource development are real- life skills that need to be highlighted. Make sure you add your new skills and competencies to your future applications and résumés.
- **Apply for scholarships.** When applying for scholarships (and you should be!), you'll want your Gold Award to be a highlight. The work that goes into earning it will show you as a well-rounded, community-minded, forward-focused can-doer! Be sure to review these specific scholarships designed *j ust* for Gold Award Girl Scouts.
- **Expand your network.** Think of all the people you met and engaged with while working towards the Gold Award. Keep all those contacts and add them to your professional (project based) social media accounts, like LinkedIn, whenever possible. Those individuals will be proud to be connected to you, and the Girl Scout Gold Award, forever.
- **Get paid more.** If you join the military, you can enlist at a higher pay grade.
- **Get the job.** Highlight your Gold Award on your résumé—as well as all of the skills you gained while earning it. Don't underestimate the power of a Girl Scout alum, or sister Gold Award Girl Scout, receiving your résumé or application!

RÉSUMÉ TIPS:

Describe what the Gold Award means for anyone who may not be familiar with it (ideally one sentence or less). For example:

- Earned the Girl Scout Gold Award by planning and executing an 80-hour service-learning project and managing a team of volunteers and community partners

Quantify, quantify, quantify! Include measurable outcomes from your project to tell about your leadership experience and impact. Instead of saying:

- Developed a robotics program for

girls Try something more powerful,

like:

- Created a robotics curriculum that reached 80 girls—90% of whom reported an increased interest in STEM careers
- Partnered with two school districts to add the curriculum to 10 school clubs
- Implemented a social media strategy to educate girls on STEM opportunities, achieving more than 5,000 impressions in total

List skills that you developed in pursuing your Gold Award. Shine a light on transferable skills like project management, communication, strategic planning, research, budget oversight, fundraising, team building, and social media marketing.
Elevate your online story. If you created a website as part of your Gold Award, consider adding a link. You can use a free URL shortener to make the link memorable.

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OPPORTUNITIES FOR GOLD AWARD GIRL SCOUTS

WHEN IS THE GOLD AWARD CEREMONY?

GSGLA hosts only ONE ceremony each year to honor all girls who have earned the Girl Scout Gold Award for that specific year. In the spring after your Girl Scout Gold Award project is complete and receives final approval, you will receive an informational letter with the details of the ceremony. The Girl Scout Gold Award Ceremony takes place in early June. Specific location and time vary from year to year.

To participate in the Girl Scout Gold Award Ceremony, we ask that you meet all stated deadlines for the following items:

- Using the GSGLA eform, submit your RSVP, verify correct spelling of name, prepare a short biography, create short video responses to select questions, upload project photos of your project in action, and more.
- Have your formal Gold Award portrait taken (photographer will be provided)
- Submit your RSVP and additional ticket order form

Your Senior/Ambassador Girl Scout uniform must be worn at the ceremony. Please wear your sash or vest, a white collared blouse or polo, and a khaki-tan skirt or khaki-tan dress pants. (No other color of skirt or dress pants may be worn.) The skirt must be knee length in order to participate in the ceremony. Ceremony participants must wear appropriate dressy footwear (dress flats or dress pumps) with your Girl Scout uniform. Shoes with a heel higher than two inches will NOT be permitted as there will be a lot of walking and standing the day of the ceremony.

In order to be invited to this annual Gold Award ceremony, all Gold Award project Final Reports and attachments must be submitted to council via GoGold Online no later than March 1st. Girl Scouts whose Gold Award projects are completed after March 1st or high school graduates who submit reports by September 30th deadline, will be invited to the Gold Award ceremony taking place the following year. This is to ensure GSGLA has adequate time to prepare for the ceremony.

Please note, you will receive your pin no earlier than the ceremony date you qualify to attend. If you are a graduating senior submitting your Final Report after the March 1 deadline, please contact your Staff Liaison about your pin.

TOURNAMENT TROOP

The Tournament Troop is made up of GSGLA Gold Award Girl Scouts (and area Eagle Scouts) who assemble to march in the Tournament of Roses Parade and welcome the world to Pasadena on New Year's Day. To be eligible, Girl Scouts must have earned the Girl Scout Gold Award (grades 10-12) or are in the process of completing the Girl Scout Gold Award and are in 12th grade.

NOTE: Proposal must have already been submitted and approved. Girl Scout Gold Award recipients who are also high school graduates/college freshman within the same year are also eligible to apply.

Applications are generally available June through August with final deadline on August 30th. Visit www.girlscoutsla.org for application and more details.

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GSGLA Gold Award Standards

All GSGLA Business Hours
8:30 am–5:00 pm, Monday–Friday
(Closed the 2nd and 4th Monday of each month.)

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HISTORY OF THE GOLD AWARD

The Golden Eagle of Merit, the highest award in Girl Scouting from 1916 to 1919, marked the beginning of a long tradition of using prestigious awards to recognize girls who make a difference in their communities and in their own lives.

The Golden Eagle of Merit was first noted in the 1916 Handbook and was modeled after the British Silver Fish. Girls who received this award had to earn fourteen proficiency badges chosen from a list of seventeen. The Golden Eagle of Merit was redesigned in 1919 to the Golden Eaglet. Between 1918 and 1939, only 10,658 Golden Eaglets were awarded. According to the Girl Scout Collector's Guide, Juliette Low determined that "the five requirements for winning the Golden Eaglet are character, health, handicraft, happiness and service, and that others will expect to find in our Golden Eaglets a perfect specimen of girlhood: mentally, morally and physically."

In 1920 and 1928, the requirements to earn the Golden Eaglet were revised and reduced. Though there were fewer requirements needed to obtain the rank, the newly demanding standards emphasized practical application and a good turn.

To earn the updated Golden Eaglet, a Girl Scout had to earn the rank of Tenderfoot, Second Class Scout, and First Class Scout. The rank of Tenderfoot was discontinued in 1963, but the pin remained and became known as the Girl Scout Membership Pin until a design change in 1980.

The Curved Bar was introduced in 1940 for Intermediate Girl Scouts who had completed the rank of First Class Scout. The Curved Bar helped an Intermediate Girl Scout prepare to be a Senior Girl Scout. To earn the Curved Bar, a Girl Scout had to achieve the rank of First Class Scout and complete four proficiency badges in topics such as agriculture, diplomacy, and business. Starting out as a gold arc patch due to shortages of metal in World War II, the Curved Bar began being issued as a pin in 1947.

With the introduction of the four age-level program in 1963, the Curved Bar was discontinued as the requirements for the First Class Scout were considered challenging enough so as to render the additional award unnecessary.

The Girl Scout Gold Award was introduced in 1980 and became the highest award in Girl Scouts, replacing the First Class Scout. This new recognition helped girls focus on four areas: skill development, leadership, service and career exploration.

Since 1916, one million girls have earned the highest award in Girl Scouts. Gold Award recipients who enlist in the U.S. Armed Forces may receive advanced rank in recognition of their achievement. Some universities and colleges award scholarships to Gold Award recipients.

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Tips for Working with Community Partners

YOU must design, develop, and carry out your project in collaboration with community partners. In most cases, your Project Advisor will be a member of or staff from your community partner.
You may want to involve many community partners in different roles. Your main partner might provide a Project Advisor, resources for your project, and a location for your events. However, other partners might be a source of volunteers or a link to a network of people knowledgeable about your project.

Having discussions with potential community partners early in your project will help you refine the root causes of your chosen issue (see page 5) into an implementable project.

The most useful action you can take to ensure you have an impactful and successful project is TALK to several of your potential community partners. They know what their community needs and what works. It is strongly recommended that you set up several interviews with potential partners *prior to submitting your Proposal*.

Tips for Interviewing Community Partners

Make arrangements. Decide who you would like to interview, contact the person, and set up a date and time.

Prepare. Gather research and background information to help you formulate questions to ask the interview subject(s). Use these sample interview questions to get you started, and then add some of your own.

- What are the biggest challenges/problems that you have faced or are facing?
- What do you think is the root cause of these issues?
- What will it take to address these issues?
- Are there any resources available to do that?
- What do you consider to be the strengths of the community?

Conduct the interview. Here are some tips:

- Find a quiet place where you'll have each other's full attention, and agree to turn off your cellphones.
- Start by thanking the interviewee for her/his time, and then briefly describe your project.
- Keep questions simple and related to the issue at hand. Do your research; preparation is key!
- Ask the person you interview if she or he would like to hear more about your project as it develops.

SOMETHING TO REMEMBER:

You need to get a letter from the organization(s) you're working with for your proposal and final report. It must be on their letterhead.

Review information and set up a possible follow up interview. Your interview is over. Now what? First, send a thank-you note within a week of the interview. Mention the possibility of a follow-up interview. Then, sift through to find the information that's relevant to what you are working on. If there are some gaps that you need to fill, contact your interview subject(s) to get more information and to find out whether or not you have your facts correct. Remember to check and recheck your facts!

Working with Adults -Adult Roles in the Gold Award Process

Girl Scouts is a "by girls, for girls" experience. All activities must be girl-led. However, to be successful, each Girl Scout Gold Award Candidate needs to interact with and receive support from several adults. Each adult has a different role.

Girl Scout Troop Leader
The interested Girl Scout notifies her Troop Leader that she would like to "Go for the Gold." A Troop Leader acts as a Gold Award mentor, providing general assistance to the Girl Scout in developing, planning, and evaluating her progress in the steps towards the Girl Scout Gold Award. She also must have knowledge of the current GSGLA Girl Scout Gold Award process. In the case of Juliettes (i.e. independent Girl Scouts), a parent or guardian fills the Troop Leader role. It is recommended that Troop Leaders and adults reference the additional resources on page 41 when assisting a girl.

Project Advisor
The Project Advisor is someone who gives expert or professional advice specifically related to the girl's chosen project. The advisor may be associated with the organization that the girl is working with or may have professional knowledge about the topic or skill of the project. Many times, more than one advisor is used: one with expertise in the subject matter and another with expertise in the age group or cohort the project involves. The Project Advisor is not to aid in the design or development of the project. Your advisor is there to provide encouragement, expertise, and to be a sounding board for you. It is your responsibility to keep your Troop Leader and Project Advisor aware of any information or conversation you might have with members of the Gold Award Committee. Neither Troop Leaders nor parents/guardians or immediate family members are permitted to be their Girl Scout's Project Advisor.

SOMETHING TO REMEMBER: Your Project Advisor could be someone from the organization you're working with or someone who has expertise in that field/ topic. They'll have to sign off on your project.

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Gold Award Committee

The all-volunteer Gold Award Committee conducts proposal and exit interviews with Girl Scout Gold Award candidates. Committee members advise and guide the candidates during their Girl Scout Gold Award project. They ensure that the standards and requirements of the Girl Scout Gold Award are consistently and appropriately upheld. Members give approval for girls to begin their project and final approval for the girl to receive her Girl Scout Gold Award. Other Committee roles include leading workshops and serving as Mentors (detailed below). If you are interested in joining your region's committee, contact your region's Staff Liaison (see page 14).

Additional Gold Award Committee Positions

Gold Award Mentor

A Girl Scout Gold Award Mentor must have knowledge of the current GSGLA Girl Scout Gold Award process. A Mentor can be someone appointed, assigned, or agreed upon by the Girl Scout Gold Award Committee, including a Troop Leader and/or someone specifically requested by the girl. Parents may not be a Mentor for their daughter. A Girl Scout Gold Award Candidate may request a Mentor after completing her pre-requisites and prior to turning in her Proposal if her Troop Leader is not able to act in this capacity. Please consult your local Girl Scout Gold Award Staff Liaison for additional assistance – as of this publication, mentor requests are only available for girls in the North region of GSGLA.

Gold Award Workshop Facilitators

The Girl Scout Gold Award Workshop Facilitators are those who present the mandatory workshops (both in person and virtually) throughout the council jurisdiction. They may be volunteers or staff of GSGLA and are members of the Girl Scout Gold Award Committee.

Gold Award Staff Liaison

The Staff Liaison Program Specialist responsible for one of the three GSGLA regions (North- Southwest and Southeast. All official forms, reports, and correspondence are directed to these staff members. Staff Liaisons can also provide details regarding trainings, interviews, and the annual Gold Award Ceremony.

Who To Contact @ GSGLA:

Southeast Region - Arcadia & Upland
Deanne Moore (dmoore@girlscoutsla.org, 626-677-2207)

North & Southwest Region - Santa Clarita, Canoga Park, Inglewood, & Long Beach
Lisa Axelrod (laxelrod@girlscoutsla.org, 626-677-2237

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Proposal Attachments

GSGLA requires supplemental Proposal Attachments to be attached to your GoGold Online Proposal or emailed directly to gogold@girlscoutsla.org or your Staff Liaison. This packet is available on the GSGLA website- Gold Award home page.

It must include:

- Parent/Guardian Agreement & Information
- Project Advisor Profile
- Proposal Signatures (Handwritten)
- Letter from community partner on their letterhead
    - This letter should state that your community partner is aware of and supportive of your Girl Scout Gold Award project. It should say "Girl Scout Gold Award" somewhere in the letter.
    - The letter ideally would also include a sentence or two describing the partner's understanding of what you will be doing with them.
    - If relevant, the letter should state you will be using the organization's facilities. If you are using more than one facility, you should have letters from each organization.

You will not be scheduled for an interview until your proposal attachments are submitted complete!

Are you Ready to Submit?

If you check "No" for any of the following, you are not ready to submit your Proposal. You need to re-evaluate your Proposal or project and make the necessary changes to alter the "No" to a "Yes."

YES	NO	
☐	☐	I have met or completed all of the prerequsites.
☐	☐	My project challenges me. A Cadette or Junior could not do my project.
☐	☐	I have a Project Advisor who has specific knowledge about my topic. He/she is *not* my Troop Leader or related to me.
☐	☐	My project is new and innovative. It does not repeat an existing or past project.

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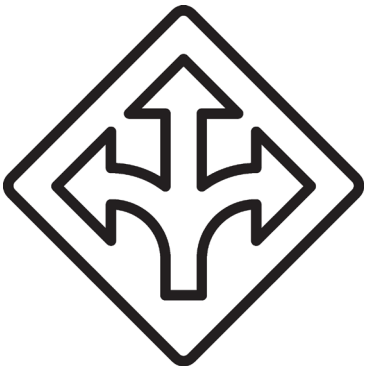
YES	NO	
☐	☐	My proposed budget is realistic and attainable
☐	☐	According to my proposed timeline, my project will take minimum of 3- months and 80 hours. *If you are counting 10 hours prior to approval, be sure to include these in your proposed timeline.*
☐	☐	My project serves a community that I care about, and I developed the idea around a **root cause** connected to it.
☐	☐	My project has a strong **national or global link** to it.
☐	☐	My project shows **leadership**. I am (a) working hands-on with the community I am benefitting, (b) networking, scheduling, organizing a team, and/or (c) leading others.
☐	☐	My project is **measurable**. I will be able to show my project's impact with numbers (statistical data).
☐	☐	My project is **sustainable** and will continue to have an impact once I am no longer involved in it.
☐	☐	My project does not involve raising money for another organization.
☐	☐	My Troop Leader, Project Advisor, and (if relevant) Mentor have reviewed my Proposal.



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Proposal Interview Process

First Business Day of the Month:
You must submit your complete proposal (including Proposal Attachments!) to the GoGold online system before 11:59 pm on the first business day of the month to be eligible to participate in that month's interviews.

Mandatory. A proposal interview is mandatory. You may not begin working on your project until you have gone through an interview and been approved by the Girl Scout Gold Award Committee.

Interview Location. The region in which you will interview is based on where your troop is located. There will be in person (at a local Service Center) and virtual (Zoom) interview options. You may not select a location outside of your region.

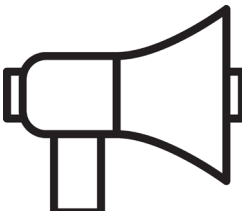
Don't Contact Us, We'll Contact You! You will generally be contacted about your availability *by email* in the first or second week of the month after you submit. Note that this means it could take up to 5 weeks from the time you submit until you are contacted.

Plan Ahead. Because there are a limited number of interview slots available each month, it is suggested that you submit your Proposal a month earlier than your desired interview month.

There are no guarantees that you will be able to interview any specific month.

Interview Days

The Gold Award Committees conduct interviews both in person and via ZOOM on various dates each month and will vary by location/region.



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The Interview

You will be allocated 20-45 minutes for a proposal interview. Unless you have a documented disability, neither a parent, Troop Leader, Mentor, or Advisor may be present. Only you and the interviewers may be present at the interview.

It is strongly suggested that you have at least one practice interview with your Troop Leader and/or Mentor.

During the interview, members of the Girl Scout Gold Award Committee will review your prerequisites, project, and its implementation. You will be asked questions about ALL aspects of your Proposal. In addition to all of the standards detailed in preceding sections, the Committee will also consider such topics as whether your Project Advisor is appropriate and whether you have the necessary skills, expertise, and resources to be successful.

Please bring any materials that can help you answer questions—you are free to refer to or read anything you bring. You may create a multimedia or poster board presentation to aide you in pitching your project to the committee. If you bring a digital presentation, you need to be completely self-sufficient – we will not be able to provide you with a computer, projector, or printer.
We ask that you take this interview process seriously by adhering to the same etiquette that you would exhibit for a college or job interview. If you are late, your interview may be cancelled and rescheduled.

Appropriate interview attire is your Girl Scout uniform, complete with vest or sash, membership pins, and appropriate footwear. If you do not have a uniform, wear your vest/sash and pins with a white blouse and khaki skirt or pants. DO NOT wear jeans, sweats, shorts, athletic clothing, dirty tennis shoes, or flip flops.

Possible Results of the Interview

At the end of your interview, the Gold Award Committee will classify your Proposal into one of the four following categories.

Approved as Submitted
You are free to start your project at this time, as per your signed agreement.
Conditionally Approved
Some additional clarification or paperwork is required for one or two aspects of your project. The committee will clearly articulate what is needed. This may require an additional meeting with the interviewers. You may not begin until your project receives full approval.
Request for Resubmission
You need to resubmit your plan, providing additional information or different aspects to your project as requested during your interview.

Something to Remember:

Don't panic if your proposal isn't approved in the initial interview. It just means you need to tweak a few things to make a really great Gold Award project. Your interviewers will work with and support you along the way! Everyone wants you to be successful!

The committee will indicate what it feels is needed to help your project best meet the requirements. A second interview will be scheduled. GSGLA Girl Scout Gold Award program staff will review the proposed plan with you prior to the second interview to determine whether the revision meets expectations. Our goal is to ensure that you are successful in the application and interview process.

Denied as Submitted

Committee members will make every effort to ensure that girls' proposals are successful; however, projects can be denied for several reasons. These include, but are not limited to, projects that:

- are too simplistic,
- do not comply with GSUSA *Activity Check Points*,
- have been previously implemented at the same site or are not original in creativity or scope,
- will raise money for another organization,
- are only collection projects (i.e. drives),
- are "canned" projects,
- or are deemed dangerous or inappropriate.

Both you and your interviewers will sign an agreement that will list which of the four results you received and detail what the interviewers expect from you going forward. You will receive a copy of your signed interview agreement so you can refer to it as you carry out your project. You will be given contact information for the Girl Scout Gold Award Committee members with whom you interviewed should you have additional questions or need further guidance.

Communication

As with your application process, all communication with the Girl Scout Gold Award Committee and/or staff liaison is your responsibility and must be completed by YOU (the girl). Your parents, Troop Leader, or Project Advisor SHOULD NOT act on your behalf. You must communicate with them. The Girl Scout Gold Award Committee does NOT keep your Troop Leader or Project Advisor informed or updated on changes or communications with you. Likewise, it is your responsibility to establish and maintain communication with your Mentor. You must keep in contact with your Project Advisor. The advisor is a key resource for you as you implement and complete your Girl Scout Gold Award project. In addition, you should also communicate with your Troop Leader/ mentor regarding your project on a regular basis.

If you have an event you want to promote or news story you would like to share with GSGLA, please email the information to communications@girlscoutsla.org.

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Changes to your approved project

Any changes to your approved project must be approved PRIOR to progressing with any revisions. As soon as you are aware of a necessary change, stop, and submit the Request for Change e- form on the GSGLA website. The last date you can request a change is two weeks prior to your project's due date. Changes that are requested less than two weeks prior to your project's due date will be denied. In addition, changes that are requested "after the fact" could result in your Girl Scout Gold Award being denied.

Extension to your approved project timeline

If you are implementing your project, but for a valid and compelling reason, you are unable to complete your project in the time-frame stated in your agreement, you may apply for an extension. The last date you can request an extension is two weeks prior to your project's original due date. The length of the extension depends on the circumstances and may vary. The Request for Extension e-form can be found on the GSGLA website.

Photo Releases & Insurance

If you are taking photos during your project that you plan to share publicly (i.e. on a website or blog), you must obtain photo/media releases from the subjects of your photos. A generic photo release for minors and adults can be found on the GSGLA website.

If the facility or organization you are working with asks you to provide insurance for your activity, you can request additional activity insurance from GSGLA. You will need to fill out a form, which is available on the GSGLA website. Additional activity insurance is very inexpensive – more information about it can be found in GSGLA's *Volunteer Essentials*.

Project Hours- Keeping Track

The Girl Scout Gold Award is a minimum 80-hour / 3month project. It is incredibly important that you keep track of your hours as you work on your project – you do not want to reach the end and have to remember everything you did.

Methods for Keeping Track of Hours. Below are several methods that have worked for other girls, but the most important thing is to choose a method that is most convenient and easy for you.

-Notebook (paper and pen)

-Time tracking apps, such as Hours (iOS) or Timesheet (Android)

-GoGold Online time log

-Excel spreadsheet

-Google Sheets – most recommended as it allows you to easily sum up your hours and have access to your time log at all times through the Google Drive smart phone app.

Something to Remember:

Don't wait until your project is completed to start tracking your hours. It's really hard to remember what you did over that long of a period of time. Track your hours as you go!

What You Cannot Count for Hours. The following do not count toward your 80 hours:

-Travel time
-Time spent preparing your Proposal, Final Report, or scrapbook
-Time spent on Additional Money Earning activities (fundraising) that exceeds 15% of your total hours
-No more than 10 hours prior to project approval by Gold Award Committee
-Time spent volunteering at an existing event or organization
-Volunteers' time (e.g. you may not count the hours of people helping you with your project toward your hours)

Money and your Girl Scout Gold Award Project

The Best Way to Earn Money

Council-sponsored product program (Cookie Program and Fall Product) are the best way for girls to earn money to pursue their Girl Scout Gold Award. The sales are beloved by the community and come with program, sales, marketing materials, and support that make it easy for girls to run a great business. In addition, the product sales programs are a great opportunity to talk to people about your Girl Scout Silver or Gold Award. You might find that people want to volunteer for your project or support you in other ways.

Anytime you are planning to use troop money, either from product sales or from other money earning activities, remember that use of the funds MUST be a troop decision (girls, not leaders). Present your project plan and your proposed budget to your troop mates and let them decide whether to give you the money you are requesting.

A Senior/Ambassador Girl Scout earning her Gold Award must participate in the council-sponsored product programs, earn the participation patch, and send 18 emails through our vendor platforms in BOTH programs in order to do any additional money earning projects needed to support her Gold Award project.

NOTE: *Troop participation to support girls working on Gold Award projects with money earning components is encouraged; however, it is not required that 50% of the registered girls reach the participation level defined above.*

Additional Money Earning Activities

Under GSGLA policies, an "Additional Money Earning Activity" is an event or activity for which you are charging a fee and the purpose of which you specifically advertise as earning money for your Girl Scout Gold Award. This definition includes:

Events that involve four or more troops,
"profit-making" money-earning events/activities (>$250 profit)
and "break-even" money-earning events/activities (<$250 profit)

In summary, if you are representing yourself as a Girl Scout in your money earning activity, you must follow the GSGLA Special Events and Money Earning (SEME) policies laid out in the SEME Manual. Refer to the GSGLA website for the process and forms to request approval for an Additional Money Earning Activity.

The SEME process can be time consuming so make sure you plan ahead (applications should be submitted at least 4 weeks prior to the event). In addition, work with your Project Advisor, Troop Leader/Mentor, and Staff Liaison to determine exactly what is required to meet the needs of your project. If you are feeling stressed about money, go back to your budget and see what you can do differently to meet your goals.

The following list details some Additional Money Earning Activity ideas. Remember, if you advertise these events as supporting a Girl Scout, you must follow the SEME policies.

Provide childcare at school events, during the holiday season, or at community events. (Don't forget to have an adult trained in first aid present.)
Recycle aluminum cans and plastic water/sports drink bottles.
Offer activities and face painting at community events or during the holiday shopping season.
Wrap gift packages during the holidays. Check with malls and larger stores.
Hold a penny drive. Appeal to your friends and family members to save their loose change.
Provide classroom or birthday party games and cupcakes on order. Busy moms will appreciate not spending the time cooking or going to the store.
Walk and care for pets.
Babysit.
Perform yard work.
Be creative! Make jewelry, creating cards, do calligraphy, etc.

Restaurant Nights

You may put on a restaurant night to earn money for your Gold Award. However, prior to the event, you must complete a SEME application. In accordance with the Troop Revenue Earning Policy, a troop/group/service unit (SU) may use the Girl Scouts of Greater Los Angeles (GSGLA) Tax Identification Number (contact your GSGLA Staff Liaison to get the number) for the purpose of solicitation with GSGLA approval. Restaurant fundraisers are approved money-earning activities provided the policies below are followed:

A troop/group/SU may keep 100% of money raised from the restaurant fundraiser. In accordance with IRS regulations, donations must be payable to Girl Scouts of Greater Los Angeles if:

- The donation is $250+
- The donor requires a tax receipt

When the check is received by GSGLA and the troop/group/SU submits a Donation to Troop/Group/SU form (available at www.gsglavolunteerapps.org/donation/), the money earned will be passed through to the benefiting troop/group/SU.

See Volunteer Essentials for more information on donations to troop/ group/SU.

The restaurant can make the check payable to:
Girl Scouts of Greater Los Angeles
423 N La Brea Ave
Inglewood, CA
90302

Something to Remember:
Your project shouldn't be overly expensive. Budget carefully, ask for donations (asking for stuff is always easier), and plan to do additional money earning activities if needed!

Donations

Besides Additional Money Earning Activities and product sales, you may obtain funds and goods (known as "in-kind") to support your Girl Scout Gold Award project through individual and business donations. There are a number of important GSGLA regulations that affect such donations.

Donation Type	Regulation
Monetary donations AND Tax deductible monetary donations	Checks must be made payable to Girl Scouts of Greater Los Angeles and sent to GSGLA Development Department, 423 N. La Brea Ave., Inglewood, CA 90302. Expect 4-6 week turnaround before funds are returned. Note: There is not a cap on amount of a donation from an individual donor.
In-kind donations	Girls may solicit in-kind donations from friends, family, organizations, and local businesses in support of her project. Note: there is no longer a need to submit a form for approval from GSGLA.

For more information regarding tax deductible gifts or the in-kind donations process, call Amber Amaro, (626)677-2265.

Soliciting Donations Girls may directly solicit monetary or in-kind donations. As the Girl Scout, you describe your project to others, write letters, create a presentation, and compose emails in order to receive your request.

Prohibited Money Earning Activities
As a Girl Scout, you are prohibited from engaging in the following money earning activities:

- Raising money for another organization. You cannot have a bake sale, performance, or other activity and give the proceeds to another organization. You cannot ask for pledges to benefit another cause or hold a benefit event to raise money.
- Money-earning projects where you are potentially doing an activity that someone else normally is hired to do. You cannot take a job away from people, including store workers, maintenance staff, gardeners, cleaners, or other service providers.
- Projects where the Girl Scout organization might be perceived as endorsing a product, political viewpoint, or cause. This includes product sales (such as Sees Candy or

Party Lite), being paid to pass out fliers for a candidate or freebies at at a business, with the exception of restaurant nights.

- Selling anything on the Internet.
- "Crowd-funding" opportunities such as GoFundMe, Kickstarter or IndieGoGo.

† For a troop, group, Juliette, or service unit to receive the gifts processed by GSGLA headquarters on their behalf, the troop leader or service unit manager must submit a Donation Pass Thru e-form. https://www.gsglavolunteerapps.org/donation/. Once the gift and e-form are received, GSGLA mails a check made out to the appropriate Troop/Group/SU and addresses it to the Troop Leader or SUM who submitted the e-form.

Money Earning FAQs

Can you use your own money on your Girl Scout Gold Award project?
Yes, within reason. You may also receive help from your family and friends. However, part of the Gold Award process is working with others to earn money. "Going for the Gold" is not meant to be a hardship on a family or individual, nor is it meant to provide those who have access to personal financial resources with an edge. When designing your project, it is important to think creatively about how you can make a difference with little or no money.

What if my project costs more than the money I can potentially earn?
It is better to succeed with a smaller project that is within your budget. Be realistic about what you can and cannot do. Work with your advisor to develop a reasonable budget. If your resources are not sufficient, then rethink your project. Planning is the key.

Can I use social media to solicit donations for my Girl Scout Gold Award project? YES. You may use Facebook, Twitter, and other platforms to raise awareness and obtain general support for your project, but conversations about donations need to be done in a direct manner, i.e. by phone, by email, in person.

Can I charge for a Girl Scout event to earn money?
If you are conducting an event as a Girl Scout and plan to charge a fee, you must follow the GSGLA Special Events and Money Earning policies as detailed in the SEME Manual. Work with your Troop Leader or Staff Liaison to ensure that you are following these policies. Provisions should also be made for those who cannot afford the fees to your event. In addition, you must be clear in your advertisements and materials that this is a money-earning event for your Girl Scout Gold Award.

I know you can't raise money for other organizations, but can I do it on my own? As an individual, you can volunteer for other organizations and raise money on their behalf; however, any funds raised cannot be put towards your Girl Scout Gold Award project nor can the count the hours toward your Girl Scout Gold Award hours. Additionally, you may not present yourself as a Girl Scout to the public in this process since you are volunteering for another organization.

Can I donate goods to another organization?
Yes, you may donate goods to another organization in lieu of money. However, this should not be the only part of your project because it then becomes a collection project, which is not permitted.

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Final Report

Upon completion of your project, return to your GoGold online profile to update your project's progress and submit the Girl Scout Gold Award Project Final Report (Steps 6- 7). Please fill out your final project steps completely (all questions answered in complete sentences). (Please do not copy answers over from your proposal. Check your grammar and spelling.)

Final Report Attachments

GSGLA requires supplemental Final Report Attachments to be attached to your GoGold Online Final Report or emailed directly to your Staff Liaison. This packet is available on the GSGLA website and GoGold Online. It must include:

You will not be scheduled for an interview until your final attachments are complete!

Final Signatures (Handwritten)
Letter from community partner on their letterhead

- This letter should attest to your Girl Scout Gold Award project's contributions to the community partner.
- If more than one organization benefited, provide a letter from each.

The Final Report and accompanying paperwork/documentation is due by the date specified in your interview agreement or, at the latest, March 1st if you wish to participate in the June ceremony for that year. For graduating high school seniors, you have until September 30th of the year you graduate or until you turn 18 (whichever gives you more time) to submit a Final Report. Those who submit a Final Report by the September due date will receive their Girl Scout Gold Award pin during the following June ceremony.

Any Final Reports that are incomplete will not be accepted and will delay your approval process.

Exit Interview

Your Gold Award Final Report will be forwarded to the Gold Award Committee for review. Everything you document and submit will be assessed. Your report will be evaluated to ensure that you have fulfilled your Girl Scout Gold Award agreement, including making sure that all activities are consistent with *Activity Check Points* and GSGLA policies.

You will then be scheduled for an exit interview with the Girl Scout Gold Award Committee. Just as with the proposal interview, you will generally be contacted *by email* for your availability in the first or second week of the month after you submit. Note that this means it could take up to 5 weeks from the time you submit until you are contacted.

For the interview, you may bring photos, a scrapbook, share a PowerPoint, or other presentation tools/documents to aide in your sharing your project with the Committee.

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Reminder: Important Dates / Deadlines

October 1 of your 9th Grade Year
You may not start prerequisite work for your Girl Scout Gold Award prior to October 1 of your 9th grade year.

April 1 of your 9th Grade Year
You may not turn in your Proposal until April 1 of your 9th grade year.

First Business Day of the Month
You must submit your complete Proposal or Final Report (including attachments!) to the GoGold online system before 11:59 pm on the first business day of the month to be eligible to participate in that month's interviews. There are no guarantees that you will be interviewed the same month as you submit.

March 1
You must turn in your Final Report by March 1 to participate in that year's Gold Award Ceremony.

September 30 after You Graduate from High School/Your 18th Birthday
This is the FINAL deadline if you wish to earn your Girl Scout Gold Award. You must have your Final Report turned in by September 30 after you graduate from high school or by your 18th birthday, whichever gives you the most time.

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GIRL SCOUT GOLD AWARD TAKE ACTION PROJECT EXAMPLES

There are various ways to find excellent Gold Award project examples. Ask your Troop Leader, Mentor, or Service Unit representatives for projects they have seen or been a part of GSUSA also provides a list of ideas to get you started: https://www.girlscouts.org/gogoldonline/pdf/GoGold-Project_Ideas.pdf. You can also reach out to current Gold Awardees who might be able to give you advice in addition to telling you about their project.

EXPANDING A SERVICE PROJECT TO A GOLD AWARD TAKE ACTION PROJECT

A Girl Scout Gold Award Take Action Project is different from a good community service project. It involves girl planning, leadership and decision making AND focuses on addressing a real need. It identifies and addresses the root cause of the problem and ensures measurability and sustainability. A Girl Scout Gold Award Take Action Project encompasses the mission of Girl Scouting: creating "girls of courage, character and confidence, who make the world a better place." It is a time to showcase the Girl Scout Leadership experience.

Here are examples of good service projects, and how they can be expanded into a Girl Scout Gold Award Take Action project. These examples are especially helpful if you loved a service project (i.e. *not* your Bronze or Silver Award project) you did in the past and want to continue to help the same community or work on the same general issue.

Good Service Project	Girl Scout Gold Award Take Action Project
Host a series of children's story hours at the local library or youth center.	There is a large population of migrant workers in your area who have children (*root cause*). In collaboration with your local library create a reading program for their children for the summer, as these kids tend to not have access to books (*national/global link*). Work with the library and community partners to ensure that each child receives a bilingual book of their own (*leadership*). Create an ongoing summer project that matches young children with volunteer tutors from your High School Spanish club (*sustainability*). Through this program 15 to 20 kids will be reached each summer (*measurable*).
Spend many hours at a nature site picking up liter.	Work with the community and community partners to rid an area of non-native vegetation (*root cause*) and re-seed with native vegetation. Create a guide about how harmful non- native vegetation can be and why it is important to preserve native species for the environment (*national/global link*). Work with forestry staff (*leadership*) to make it an annual event (*sustainability*). Through the event hundreds of people will be educated on this important topic (*measurable*).

Collect games, videos, music, and food for a local teen center.	Design a program to engage at-risk youth at a teen center around important and appealing topics (*root cause*). Expand the center's hours of programming to include Friday and Saturday. As those tend to be times teens are most likely to be lacking meaningful activities (*national/global link*). Work with the center's staff to develop recruitment and program materials to introduce them to the center (*leadership*). Bring on community partners to host special events for the center on a weekly basis (*sustainability*). This will help the center reach their goal of bringing in at least 25 new teens (*measurable*).

INDIVIDUALLY REGISTERED GIRL SCOUTS (JULIETTES)

If you are an individually registered member of Girl Scouts, there are some slight differences in the process.

Paperwork

Since you are not in a troop, your registered Girl Scout parent or mentor may sign all your forms.

Money

You cannot earn money for yourself as an individual Girl Scout. Money you earn (from product sales, etc.) must go into an account held by a service unit.

In order to use any funds, you must present your need/s to that group. There is no guarantee that you will have access to the full amount of money that you earned. The dispersal of funds is a group decision. We suggest you first check with your Staff Liaison about available options before making a decision regarding the group that will house your earned money.

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GOLD AWARD PAPERWORK CHECKLIST

Please use these lists to ensure that your paperwork is complete when you submit it for consideration. Incomplete submissions will not be reviewed. All signatures (and dates of signatures) on every form must be handwritten.

Gold Award Proposal

In GoGold Online

- Personal Profile
- Summary of Completed Prerequisites & Team Members
- Project Plan Questions
- Impact Planning

Proposal Attachments - Proposal (on GSGLA's website, Gold Page Downloads)

- Parent/Guardian Agreement & Information
- Project Advisor Profile
- Proposal Signatures
- Letter from agency/site

If you are using a particular organizational partner's location to implement your Girl Scout Gold Award Project, you MUST include a signed letter, on official letterhead from the site. The letter should state that they are aware you will be using their facility/facilities and anticipated dates of proposed usage. If you use more than one site, you should obtain a letter from each site. This should be uploaded to your GoGold online profile.

Gold Award Final Report

In GoGold Online (Step 7)

- Personal Profile
- Gold Award Take Action Project
- Impact Chart
- Future Impact

Supporting materials (emails, photographs, samples)

Final Report Attachments - Final Report (on GSGLA web-page, Gold Page Downloads)

- Final Report Signatures
- Letter from agency

You MUST include a signed letter, on official letterhead from the organization that benefited from your Girl Scout Gold Award project, attesting to your contribution. If your project impacted more than one organization, you should obtain a letter from EACH one. This should be uploaded to your GoGold online profile.

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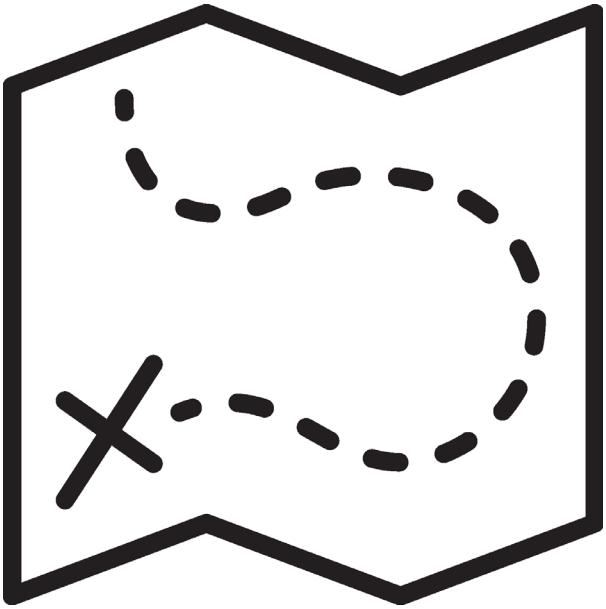
SUMMARY OF ADDITIONAL REQUIREMENTS

Besides requiring the basic four standards as discussed above, there are several other minimum requirements for a Girl Scout Gold Award.

The project should take a minimum of three months and a minimum of 80 hours – a maximum of 10 hours prior to project approval may be counted toward the 80 hour total. These hours are subject to approval by the Girl Scout Gold Award Committee at your interview.

The project cannot repeat existing or past projects, such as your Bronze/Silver Award, a project you did for school, or a community service project that is currently established.

A Girl Scout Gold Award Take Action Project is not a "collection" style project (e.g. book drive, food drive, One Warm Coat, Operation Gratitude). It may, however, have a collection *component*.



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Our resource roundup for Girl Scouts

Here you'll find a roundup of Internet resources that will help you become a Gold Award Girl Scout. We recommend referencing this list as you work on your project, then again once you're officially a Gold Award Girl Scout.

Building a Team and Network

The Gold Award Guide for Project Advisors
The Gold Award Guide for Adults
The Gold Award Guide for Troop Leaders

Designing and Carrying Out a Project: Gold Award Girl Scouts Share their Wisdom on YouTube

Go for the Gold—Tips from Gold Award Girl Scouts

Ready To Get Started?

Create a GoGold Account

FAQs (GoGold Account Required)

5 Point Checklist

You're a Gold Award Girl Scout! What's Next?

Search the Scholarship Database for Opportunities for Gold Award Girl Scouts
Get your Gold Award Credential

GSGLA RESOURCES

Visit the Girl Scouts of Greater Los Angeles Gold Award page at www.girlscoutsla.org to find the following GSGLA resources:

- Proposal Attachments
- Final Report Attachments
- Change Request eform
- Extension Request eform
- SEME Manual
- SEME Application
- Safety Activity Checkpoints
- Activity Insurance Form
- Marketing Tips
- Donation To Troop/ Group Form
- Minor Photo Release
- Adult Photo Release

5-Point Gold Award Checklist

(For all of the below refer to the Guide for Going Gold)

1) **My Gold Award project is a Take Action and not a Community Service project.**

   Yes No

   Use the table below to help determine whether your project and goals are a community service or Take Action project.

   ***NOTE**: Community service projects are acts of kindness and ways to help something or someone right now. Take Action projects tackle the factors that cause or contribute to it. Take Action projects are designed to change something for the better.*

   Refer to pages 4 & 5

COMMUNITY SERVICE	TAKE ACTION
A short term effort that helps something or someone fulfill an immediate need	**A long-term project with sustainable and ongoing impact that addresses a root cause of an issue**
Done FOR the community	**Done WITH the community**

2) **Are you enlisting help from members in the group or organization your project is supporting?**

   Yes No

   The group or organization you're working with should be part of your solution to your root cause.

   Refer to pages 6 & 7

3) **Are you promoting, educating and explaining the problems and solutions of your project to the people who will benefit from your project?**

   Yes No

   Refer to pages 6 & 7

   Did you identify your issue's national or global link?

   Yes No

   Refer to page 5

Can you measure the effectiveness of your project? Indicate what you'll conduct or create and approximately how many. Estimate number of attendees or participants:

Workshops_____Assemblies_____ Lesson Plans _____

Community Event ____ Other _____

Refer to pages 7 & 8

4) **Have you recruited a team, other than your family members and advisor, that will highlight your leadership skills? NOTE: It is recommended to form a team of at least 3-5 members to help with your project.**

Yes No

Refer to page 6

5) **If creating a website or video, are you sharing it with the benefiting organization or related groups?**

Yes No

NOTE: Creating a YouTube video or website that is not linked to your organization or related groups is not a sustainable component. Your sustainable project is creating a solution AND to ensure it's used!

Refer to pages 6 & 7

6) **Do you have all GSGLA attachments, including the letter on official letterhead from the organization or group you are working with?**

Yes No

NOTE: If these items aren't included in your project proposal submission your interview will be delayed until they are submitted.

Refer to page 25

If you answered YES to questions 1 - 4 , 6 and possibly 5, you are ready to be interviewed!

If you answered NO to any of the questions, please review your workbook again or think of other ways you can make your project meet the requirements on this checklist.

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GSUSA Gold Award Project Proposal Rubric

Below is the revised rubric from GSUSA. This will be used by the Gold Award Committee members when reviewing your project submission. This will be a great tool to use as you're developing your project idea to ensure that it meets Gold Award standards.

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Gold Award Project Proposal Rubric

Girl's Name: Click here to enter the Girl Scout's name	Reviewer's Name: Click here to enter the reviewer's name

		Does Not Meet Standards	Needs Improvement	Meets Standards
		Prerequisites		
		Related question in proposal: Prerequisite chart		
A	Completion of two S/A Journeys OR Silver Award and one S/A Journey	☐ Is not a registered Senior or Ambassador Girl Scout; not in grades 9–12 ☐ Has not completed two Senior/Ambassador Journeys or the Cadette Silver Award and one Senior/Ambassador Journey		☐ Is a registered Girl Scout in grades 9–12 ☐ Has completed two Senior/Ambassador Journeys or the Cadette Silver Award and one Senior/Ambassador Journey
B	Gold Award Training	☐ Has not completed Gold Award training		☐ Has completed Gold Award training
		Step 1: Choose an issue		
		Related questions in proposal: My Gold Award aims to address this issue		
C	Project identifies a credible community need	☐ Identified issue is based on Girl Scout's interests only and not on credible community need or ☐ Identified issue is already being fulfilled by the community the Girl Scout intends to serve		☐ Identified issue is based on credible community need
		Related question in proposal: The root cause of my issue is		
D	Project identifies a root cause of that community need and plan addresses that root cause	☐ Did not identify root cause ☐ Project addresses an immediate need with a short-term/one-off solution	☐ Identified root cause ☐ Project plan does not address it	☐ Identified root cause ☐ Project plan shows well-constructed approach to address it
		Related question in proposal: The target audience(s) for my Gold Award project is/are		
E	Target audience is clearly identified and engaged in project	☐ Target audience is not part of the community affected by the issue ☐ Project plan is designed FOR the target audience versus WITH	☐ Target audience is part of the community affected by the issue ☐ Project plan marginally benefits the target audience	☐ Target audience is clearly identified members of the community affected by the issue ☐ Project plan engages appropriate community members in the solution and demonstrates benefit to the target audience
		Step 2: Investigate		
		Related question in proposal: The reasons I selected my issue are		
F	Research sources are cited	☐ No validation or research conducted to help shape project	☐ Research is implied, but no sources provided	☐ Some research has been conducted and 1–2 sources are referenced

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	and thoroughly investigated			
G	**Project identifies national or global link to issue**	☐ No connection to national and/or global issue	☐ Some research or evidence suggests limited connection to national or global issue	☐ Includes broad research and evidence connecting project specifically to a larger national and/or global issue; solution contributes to addressing that issue
Step 3: Get help				
Related question in proposal: List the names of individuals and organizations you plan to work with on your Gold Award project				
H	**Team members are identified**	☐ Self and family only	☐ Self, family, and Girl Scouts only OR less than 3 team members	☐ 3–5 team members, beyond Girl Scout community and family, with skills and knowledge related to the issue, including members of the community impacted by issue
Related question in proposal: Girl Scout Gold Award Project Advisor information				
I	**Project Advisor is identified and is an expert**	☐ None selected	☐ Advisor is family member or troop leader/volunteer OR does not have knowledge of selected issue	☐ Advisor has expertise in one or more areas of the selected issue
Step 4: Create a plan				
Related question in proposal: I will address the root cause by				
J	**Clear project description**	☐ Project is not at all described; there is no explanation of what will be done	☐ Project is vaguely described; it is unclear what will be done	☐ Project is clearly described and shows a well-constructed approach on how the root cause of the issue will be addressed
Related questions in proposal: The skills, knowledge, and/or attitudes my target audience will gain are; I will know that my audience has gained the desired skills/knowledge because; Measurement of my project's success chart				
K	**Project will have a measurable impact**	☐ Impact does not relate to issue OR is not defined	☐ Impact is a vague impression OR not realistically measurable	☐ Impact is clearly defined and measurable; there is a clear measurement tool defined
Related question in proposal: My Gold Award project goals are				
L	**Project goals are clearly defined and realistic**	☐ No goals identified	☐ Goals lack detail and are not clearly connected to planned project impact	☐ At least one goal is clearly defined and connected to project impact
Related question in proposal: My Gold Award will be sustained by				
M	**Project plan will ensure sustainability**	☐ No plan for project to be continued OR the solution can't be maintained following the project (it's a service project)	☐ Unclear idea of how the project will continue OR *hoping* someone else will sustain	☐ Clear, thoughtful plan that leads to sustainability beyond the Girl Scout's involvement
Related question in proposal: I will put my plan in to action by				
N	**Timeline is realistic and appropriate**	☐ Confusing or unrealistic plan that is missing key steps and is less than 80 hours	☐ Incomplete project plan that highlights only a few steps and is less than 80 hours	☐ Comprehensive and realistic project plan that highlights all major steps in project and is about or over 80 hours

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O	**Active leadership role planned and defined**	☐ No strategy to lead a team or engage others to help with the project OR project appears driven by an adult	☐ Strategy to engage teammates is limited, includes only assigning minor roles/peripheral tasks	☐ Strategy to engage teammates is comprehensive, outlines specific roles and responsibilities
Related question in proposal: Estimate your project expenses and how you plan to meet those costs				
P	**Budget is realistic**	☐ Provides incomplete information about project costs or how those costs will be met ☐ Plans to raise money/fundraise for another organization	☐ Provides vague description of project costs; it is unclear how those costs will be met and/or the supplies listed appear inappropriate for the scope of the project	☐ Provides detailed description of project costs and clear explanation of how costs will be met
Q	**Income and money-earning activity explanations**	☐ No explanation OR disregards money-earning policy	☐ Yes, but unclear if following money-earning policy	☐ Yes, follows all money-earning policies
Related question in proposal: The strengths, talents and skills I currently have and will put into action are; The skills I plan to develop as I work towards earning my Gold Award are				
R	**Leadership development**	☐ Does not include information about leadership or personal strengths; does not identify a goal for developing a new skill	☐ Provides incomplete information about leadership and personal strengths; partially sets goal to develop new leadership skill	☐ Describes new skills to be developed
Related question in proposal: I will let others know about my Gold Award by promoting via				
S	**Tell the World: Plan to actively share project**	☐ Incomplete information		☐ Identifies the methods to be used for sharing the Gold Award project
Step 5: Present plan and get feedback				
Plan presented to Gold Award Committee for feedback after proposal submitted in GoGold. ***SHARE TIMELINE FOR FEEDBACK HERE***				
Additional Feedback Click here to enter additional feedback.**:**				
Project Designation: ☐ **Approved**: Meets or exceeds standards in all categories ☐ **Needs Improvement:** Needs improvement in majority of categories; may have a few in meets/exceeds standards, or a few that do not meet standards -*OR*- majority of categories meet/exceed standards, but several categories do not meet standards ☐ **Does Not Meet Standards:** Majority of categories do not meet standards; may have a few categories that meet/exceed standards				

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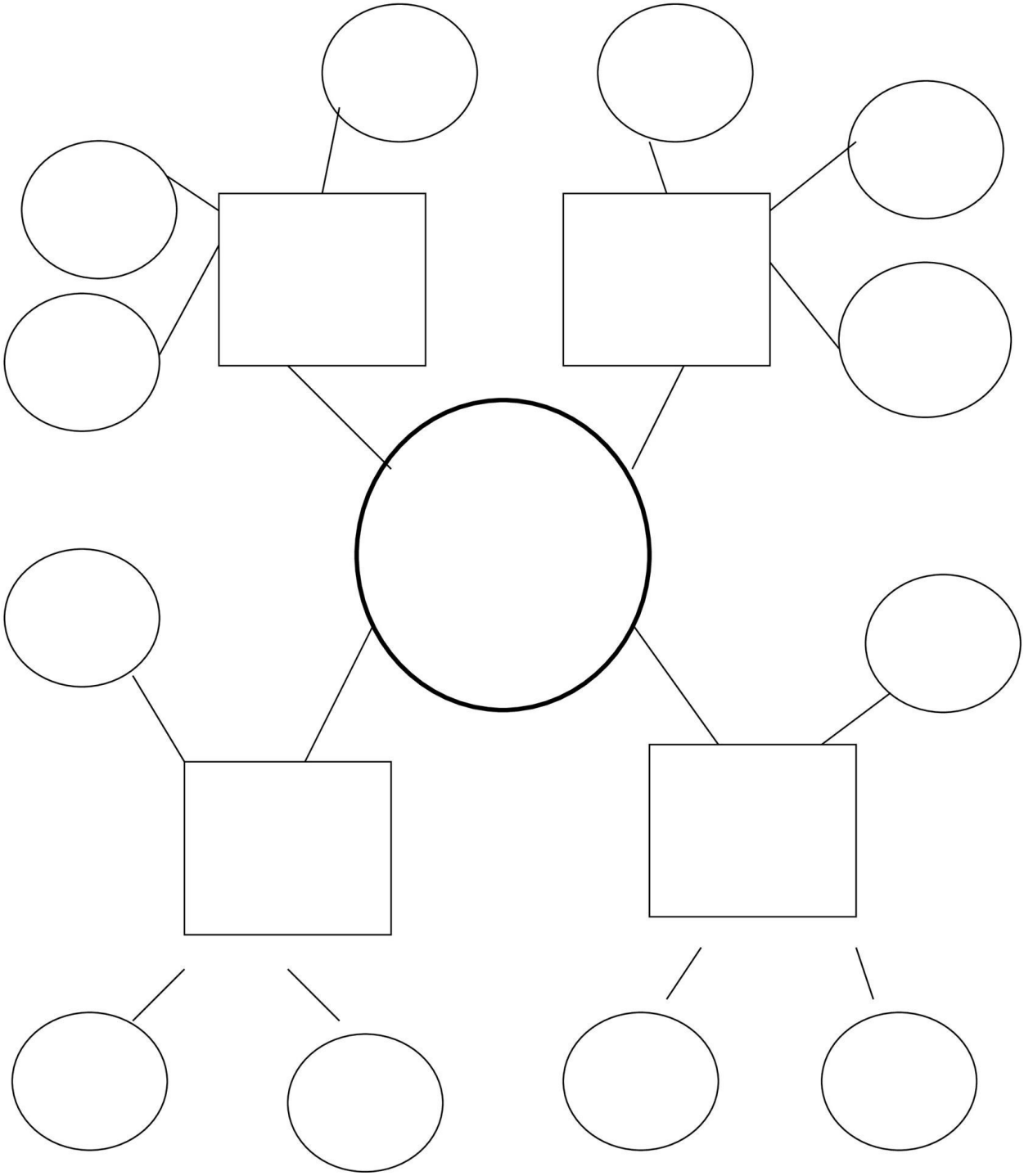
Blank Mind Map Template